

The *Big Conversation* Newsletter

Issue V2 Issue 04: 24th June 2025



Leading the Way Strategy Launch – The Next Steps

This issue focusses on Strategic Priority 1 – How We Lead



The Nursing and Midwifery Strategy – Leading the Way has officially launched, and we're excited to share this milestone with you!

 **Take a moment to watch the 7-minute [launch video](#)** and be inspired by the voices of our nurses and midwives. Their insights have shaped this strategy, which sets a clear and ambitious direction for the future.

 **Explore and share the event videos** from the launch day here: [Leading the Way Strategy Event](#). Each key speaker/video includes its duration so you can easily plan your viewing.

Let's celebrate the dedication and vision behind this work—and look ahead to the opportunities it brings – the 'So... What Now?'

The launch day was truly inspirational, filled with energy, ideas, and a shared commitment to excellence. The team has been energised by the many thoughtful contributions received to help bring the strategy to life.

🌟 **Looking ahead**, the focus is now on increasing awareness of the strategy and working collectively to deliver the priorities - each one rooted in a powerful, consistent message from our staff: a collective drive to deliver the very best care. This is just the beginning, and your continued involvement will shape what comes next.

Newsletter Focus: Strategic Priority 1 – How We Lead:

At the launch of ***Leading the Way***, all participants were invited to reflect on their understanding of leadership by responding to a series of thought-provoking questions. These explored themes such as: What is leadership? What does it mean? And what qualities define a good and aspiring leader?

In response to the question, “*What does leadership mean to you?*”, participants shared a range of insightful perspectives, including the following examples:



As a Champion, can you reflect on what Leadership means to you?

The Big Conversation Strategic Priorities Implementation Plan

Looking ahead, ***The Big Conversation*** will focus on bringing each of our Strategic Priorities to life—one step at a time. Over the coming year, we'll work together to explore the actions behind each priority, celebrate progress, and keep the momentum going.

You'll hear regular updates and have opportunities to get involved through Champions Drop-In sessions, local team meetings, and shared newsletters.

Your voice and leadership matter—so please get involved, champion the conversation in your area, and help us shape what comes next. This poster highlights the key themes from staff voice at the Launch Event and can be shared to support your conversations on [Strategic Priority 1 – How We Lead](#)



Strategic Priority 1 • How We Lead

NHSGGC will lead the way with approachable, compassionate, and visible Midwifery and Nursing leadership, driving improvements in our care and service and supporting our staff every day.

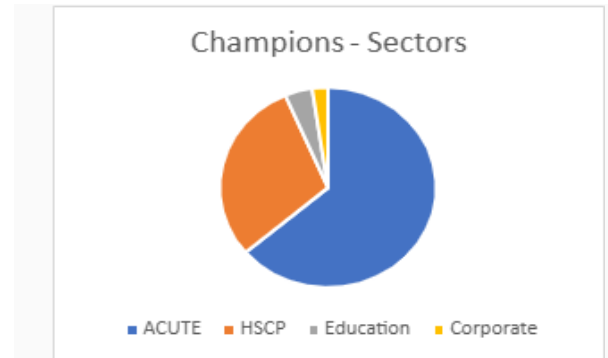
We will deliver this by:	We will know we have achieved this when:	Are we successful?
Designing a leadership development framework and comprehensive suite of leadership programmes for all grades of Nursing and Midwifery staff.	All senior nursing and midwifery leaders will have completed a leadership programme.	
Reviewing and strengthening professional leadership structures.	We have a shared governance and decision making structure in place and feedback from staff is gathered to measure our progress and inform our decision making.	
Continuing the Big Conversations, we will work together to develop a shared decision-making approach across Nursing and Midwifery.		
Building on our succession planning and career development model which includes mentoring, supervision and coaching.	We have undertaken the Common Staffing Method ensuring strong professional engagement and due governance from team to board.	
Leading Midwifery and Nursing Workforce planning.		
Embedding a culture of caring, kindness, and equality.	11 nursing and midwifery staff will have completed a development programme that includes caring and kindness e.g. Civility Saves Lives.	

Upcoming Schedule	Priority 2	Priority 3	Priority 4
Newsletter 'Big Conversation' Focus	Nov & Dec 25	Jan & Feb 25	Mar & Apr 25

A Call for Champions

Could you be a Champion? We'd love for you to consider stepping into this role—and to spread the word across your teams! [Join here](#) We're inviting all NHSGGC colleagues to get involved by nominating themselves or others—whether HCSWs, registered nurses, midwives, or senior staff—who are passionate about supporting *Leading the Way* and keeping the **Big Conversation** alive in their teams.

Our goal is to have at least one Champion in every team, with larger areas benefiting from even more voices. Everyone is welcome—because the more voices we hear, the stronger and more connected our work becomes.



Let's lead together, listen together, and make a difference—one conversation at a time.

The Big Conversation is your space to be heard, to feel listened to, and to stay connected to what matters most. It's about bringing every voice in nursing and midwifery into the heart of our new strategy—*Leading the Way*—and making sure everyone understands the vital role they play in shaping the future. Through open, ongoing conversations, we'll focus on:

- **"Leading the Way" – Our Nursing & Midwifery Strategy**
- **How we keep the Big Conversation going**—maximising its impact and involving as many colleagues as possible to build a truly inclusive culture
- **How Champions can connect with and support staff in their areas**

We're encouraging all teams to keep these conversations flowing—through local meetings, informal chats, and shared reflections. Every idea, every suggestion, every voice matters.

Let's keep talking, keep listening, and keep leading—together.

Champions Role – How you can make a Difference

As a Champion, you'll help bring *Leading the Way* to life by:

- Sharing updates through local meetings, hosting or supporting local conversations
- Joining short training sessions and using provided resources
- Encouraging colleagues to get involved and give feedback
- Promoting participation through walkarounds, gathering and sharing feedback
- Taking part in short podcasts
- Joining discussions on feedback and next steps

 **Next Champions Meeting:** Tue 1st July, 14:00–15:00
 **Interested?** Sign up and join a network of Champions by completing [this short form](#)

What's coming – What are the Next Steps for The *Big Conversation*?

- ✦ Being involved in Leading the Way supporting delivery of the Strategic Priorities
- ✦ Share your feedback using this [new feedback form](#) – your voice counts and will help shape how we best communicate and drive the strategy.

To make it easier to participate there is a [Resource Pack/Toolkit](#) on SharePoint – use these resources to celebrate, discuss, and embed the strategy in a way that suits. The pack includes, Posters & Digital Resources, Ideas for local Celebrations and Discussion Guides and Social Media Templates. Please let us know if you have other ideas.

Please keep talking and sharing your ideas and views in chats with your colleagues. Feed back to us by email: ggc.bigconversationsfeedback@ggc.scot.nhs.uk, Feedback Form or SharePoint.

Blog & Short-Form Podcasts

We are exploring social media content, such as blog's, short-form podcasts and easily shareable content from our Strategy and Big Conversations. If you are interested in being involved or have a colleague who you think would be interested in supporting – please use the feedback form or email ggc.bigconversationsfeedback@nhs.scot.

We look forward to continuing to listen to and learn from your feedback.
We're here. We're listening.

Join *The Big Conversation*.

Thank you.

