



The Big Conversation Newsletter

Leading the Way Strategy – The Next Steps

This issue keeps focus on Strategic Priority 1 – How We Lead

Hello and welcome to the Big Conversation Newsletter, Issue 5. This issue focuses on:
Strategic Priority1, Sep – Oct 25 – How We Lead.

Through September and October, we are encouraging everyone to focus on the relaunch of the Big Conversation, starting with **Priority 1 - How We Lead**. This is the time to continue those conversations on leadership and what it means to you and your team. It's worth watching the Leading the Way video to start your conversations - [View the NHS Strategy video \(7mins\)](#)

To help you start your holding your own Big Conversations:

The Big Conversation - Leadership



1. Here is a slide deck for sharing when discussing Priority 1: [Big Conversation - Priority 1 - Leadership](#)
2. This slide is on the 3 key questions for your conversations : [Priority 1 - Leadership - 3 Questions.](#)



* Please take the time to give your view on the questions updating with your thoughts using this QR code.

Please use these tools to discuss the questions and feedback what Leadership means to you thinking about examples you have experienced and share them using the QR code.

👂 We really value your feedback — it's what keeps our conversations meaningful and helps us hear every voice.

As a team, think about creative ways to make sure everyone's views are captured. Don't forget to involve your Champions — they play a key role in sharing all the fantastic work and collaboration happening across the board. Together, we can make sure every contribution is recognised and celebrated.

Here is a reminder of the key points, starting with the voices of our staff and moving on to how we will deliver Priority 1, with an example of the work to date around leadership development.



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 need leadership that improves the service we are providing.”

“Create a supporting environment for all staff”

“Having the appropriate Nursing & Midwifery resources to provide safe care”

“Involve staff in decisions regarding the organisation to enhance morale”

“Having the opportunities for career progression”

This will be delivered by....

- Designing a leadership development framework and comprehensive suite of leadership programmes for all grades of Nursing and Midwifery staff.
- Reviewing and strengthening professional leadership structures
- Continuing the Big Conversation, we will work together to develop a shared decision-making approach across Nursing & Midwifery
- Building on our succession planning and career development model which includes mentoring, supervision and coaching
- Leading Midwifery and Nursing Workforce Planning
- Embedding a culture of caring, kindness and equality

We will know we have achieved this when....

- All senior nursing and midwifery leaders will have completed a leadership programme
- 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.
- We have undertaken the Common Staffing Method ensuring strong professional engagement and due governance from team to board.
- All nursing and midwifery staff will have completed a development programme that includes caring and kindness e.g. Civility Saves Lives

Our progress so far....

Leadership Programme

As part of Priority 1 implementation, we were delighted to launch our Leadership Programme for Band 6 and 7 of which Cohort 1 is complete, with nominations sought for Cohort 2 October / November 2025

The programme is aligned to the Leading Excellence in Care (LEiC) Education and Development Framework and consists of 6 days in person (1 online) with a leadership project shared with senior leadership team.

This is feedback on why the Leadership Programme is so good...

"I enjoyed the guest speakers as they gave different perspectives and experiences that helped relate their experience to my own practice."

"Collaborating with colleagues and gaining a new perspective of the different challenges clinical areas face."

"There was lots of discussion around leadership and management differences and challenges. "

"We're excited to share these short videos from two inspiring leaders within NHS Greater Glasgow and Clyde, as they reflect on what leadership means to them and how it shapes their work."



Video Recording - [The Big Conversation - Laura Moore.mp4](#)



Video Recording - [The Big Conversation - Mary Ross Davie.mp4](#)

The Big Conversation Strategic Priorities Implementation Plan – Next steps

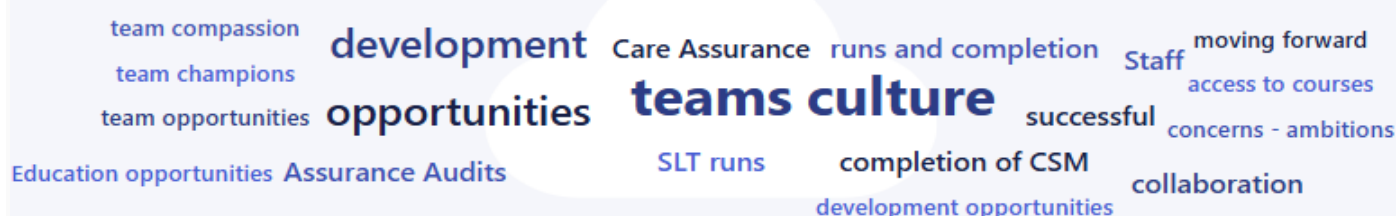
Looking ahead, **The Big Conversation** will focus on bringing each of our Strategic Priorities to life one step at a time. Over the coming year, we'll work together to explore the actions behind each priority, celebrate all of the progress, and keep the momentum going.

At the Champions Drop in Session on Tue 2nd Sep, everyone was asked for their feedback on the 3 Leadership questions. Here are the responses you may recognise or let us know if you see different:

Q1. What does good leadership look like to you?



Q2. What are you and your team priorities for the year in relation to Leadership?



Q3. What support or development would help you feel more confident in a leadership role?



Local Plans

We would like to learn more about all of the incredible work taking place in your local teams to implement Priority 1 – How We Lead. Your responses are being read and we will share in the next Newsletter – please check we have represented you and your team here.

To help capture this, please complete this form by clicking [here](#) or scanning the QR Code below to share a short summary of your plans.



Please continue to share pictures, videos and events you are holding however small or large. Send us an email and encourage others to join Leading the Way. We will always share your news and recognise the events and stories through newsletters and SharePoint page updates.

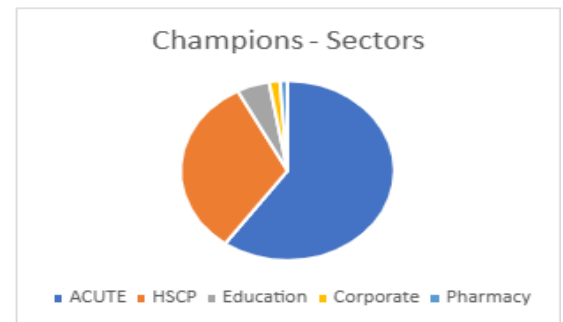
Your voice and leadership matter so please get involved, champion the conversation in your area, and help us shape what comes next in the Big Conversation journey!

Upcoming Schedule	Priority 2 – How we develop our professions	Priority 3 - How we assure Quality of Care	Priority 4 - How we care for our service users and each other
Newsletter 'Big Conversation' Focus	Nov & Jan 26	Jan & Mar 26	Mar & May 26

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.



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 videos
- Joining discussions on feedback and next steps

 **Next Champions Drop-in Session:** Thursday 9th October from 1000 – 1100

 **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***?

 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@nhs.scot, Feedback Form or SharePoint.

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

Join The *Big Conversation* and keep *Leading the Way*.