



The *Big Conversation* Newsletter

Exploring Leadership Across our Organisation

Welcome to the Big Conversation newsletter Issue 6. This edition is dedicated to the voices, ideas, and reflections shared by colleagues across our organisation as we explore what leadership and values mean to us. Through open dialogue and shared experiences, we aim to shape a culture that empowers, inspires, and connects us all.

Key Themes Emerging from the Big Conversation:



Hear what our Leaders are saying about Leadership

"We're excited to share these short videos from four 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 - Angela Wallace, 2mins 17](#)



Video Recording - [The Big Conversation - Janice Mitchell, 2mins 49](#)



Video Recording - [The Big Conversation - Emma Henderson & Sara Quinn, 4mins 15](#)

Key Quotes from your feedback on Leadership:

- 💬 "For me it is about being adaptable and collaborative. Being able to see the bigger picture and mentor/role modelling. It's about listening and being available, non judgmental."
- 💬 "There by your side, trustworthy and empathetic"
- 💬 "Mentorship, professional networking/group support. More defined career pathways for nurses. As a band 5 I felt stuck for a long time as there were limited opportunities for progression."
- 💬 "I have participated in the BME leadership course, this course is needed to empower those who are in minority."
- 💬 "We are going to keep trying to keep staff motivated and working to a high standard despite ongoing challenges within the service"
- 💬 "Working as part of a team to provide care and asking for support when needed to help me grow and become more confident in leading in the future"

More Voices from the Big Conversation on actions

- 💬 "We had a conversation about leadership and came away with two actions: identifying gaps and nominating staff for the GGC Leadership course." — Jillian Mitchell
- 💬 "We're running 15-minute sessions using leadership styles of public figures to spark discussion – it's had a really positive response" — Clare Harrower
- 💬 "We're embedding kindness in our team meetings and education sessions." — Linda Brennan
- 💬 "We've offered shadowing opportunities and are embracing World Kindness Day." — Nikki Harvey
- 💬 "We've included Leadership as a topic in our interviews" — Tracy Donaldson

Share your Big Conversation stories..

Share what's happening in your area – take ideas from others and share your story:

*Chief Nurse, Lorraine Cribbin held a 'Big Conversation' with a number of our Professional Nurse Leads and Consultant Nurses on the 16th September on leadership. Lorraine said: "We used the **3 leadership questions for the 'Big Conversation'**. We talked about what good Leadership looks like, the support or development opportunities that would help staff feel more confident in a leadership role and what are the HSCP nursing priorities over the next year in relation to leadership."*

Read more in this [News Post](#) on SharePoint

"We have discussed at Lead Nurse (LN) meetings; the Lead Nurses will take to the Senior Charge Nurses (SCN) and champions and discuss the 3 questions feeding back to the Chief Nurse at the LN meeting in October to allow us to create any actions from our team discussions. The regional educators will also deliver roadshows, drop in discussions within their services and collate the Feedback. Associate Chief Nurse and Chief Nurse will link with LNs and attend SCN meetings or walk round to support their teams." -
Lynsay Creighton/Regional Services

Let us know what you think - send us your videos and we can feature them here – be an influencer and champion the Big Conversation.

We would like to keep learning about all of the incredible work taking place in your local teams to implement **Priority 1 – How We Lead**. As you can see your responses are being read and we will share in the Newsletters. 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.



The Big Conversation Strategic Priorities Implementation Plan – Next steps

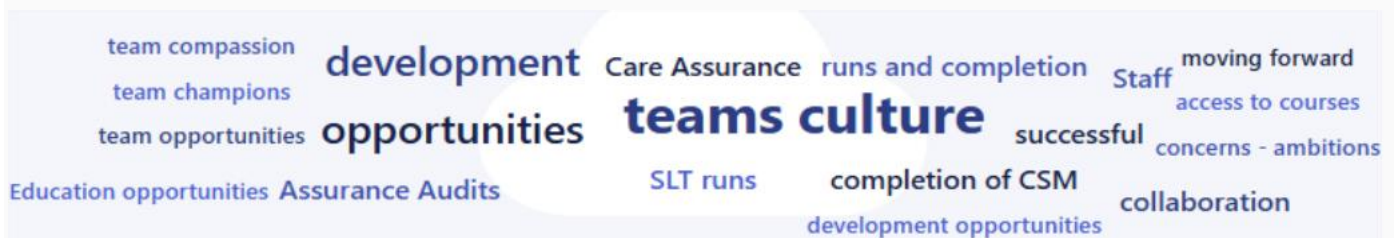
Looking ahead, **The Big Conversation** will focus on bringing each of our Strategic Priorities to life one step at a time. Over the coming year, we'll work together to explore the actions behind each priority, celebrate all of the progress, and keep the momentum going.

At the **Champions Drop in Session on Thu 9th Oct** there was a recap of the key themes – do these themes resonate with your local conversations?

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?



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

Get Involved!

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.

 **Next Champions Drop-in Session:** Wednesday 5th November 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*.