Leading Together:

Creating Solutions through System Leadership

Masterclass Series Information Pack

November 2024

'Leadership is not about individuals who stand tall, but about communities who raise people up... Healthcare leadership is a particularly challenging task precisely because the stakes cannot be higher... and there is seemingly unending complexity. It requires leadership at every level of the system and within and across all different staff groups.'

Darzi, October 2024

Leading Together Masterclass Series

Does your work involve collaboration across team, organisation or system boundaries?

Leading Together: Creating Solutions through System Leadership is a series of five short stand-alone masterclasses designed for those whose work involves collaboration across team, organisation or system boundaries.

The series was created to support leaders within systems to deepen their understanding of system leadership and systems thinking, how to create culture and vision within a system, and how to better work collaboratively at place and system level to improve services and population health within their area:

- Masterclass 1: Exploring System Leadership: Leading in Complexity
- Masterclass 2: Systems Thinking Essentials
- Masterclass 3: Connecting Communities: System Leadership through Place Partnerships
- Masterclass 4: Managing Change: Creating a Culture and Vision within the System
- Masterclass 5: Collaborating Through Distributed Leadership: A Systems Approach

While each masterclass is a stand-alone event, we recommend that you attend masterclasses 1 and 2 if you are new to systems leadership and system thinking.

This pack gives details of the aims and outcomes of each masterclass and how to book a place.

Masterclass 1

Exploring System Leadership: Leading in Complexity

10am – 12.30pm, Wednesday 22 January 2025 via MS Teams

Session Outline

The complex landscape of health and social care in the North East and Yorkshire calls for a deeper understanding of System Leadership to create collaborative and effective environments. This session explores key insights, strategies, and actionable steps to help you apply System Leadership principles, fostering stronger partnerships and improving service outcomes across sectors. This includes:

- Defining Systems: Open vs. Closed Gain a clear understanding of different types of systems, including open and closed systems, and how they operate.
- Core Concepts of System Leadership Delve into the essential principles of System Leadership and explore how these concepts apply to your current practice.
- Understanding Complex Adaptive Systems Learn about complex adaptive systems and their implications for effective leadership and organizational change.
- Boundary-Spanning Leadership including strategies for bridging divides and fostering collaboration across different sectors and disciplines.

While each masterclass is a stand-alone event, we recommend that you attend masterclasses 1 and 2 if you are new to systems leadership and system thinking.

Visit our website to book your place now

Masterclass 2
Systems Thinking Essentials

10am – 12.30pm, Thursday 6 March 2025 via MS Teams

Session Outline

Our actions have far-reaching effects, and as system leaders, our thinking, approaches, and problem-solving strategies are always evolving. Systems thinking emphasises the importance of understanding processes, interactions, and the interconnectedness of various elements—it's inherently complex and dynamic.

In this module, we'll concentrate on the relationships, complexities, and dynamics within the systems you operate in, examining both the benefits and challenges. You'll gain insights on how to leverage systems thinking to drive impactful change. This includes:

- The core principles of systems thinking and why it's crucial for effective leadership.
- The benefits of system thinking including improved decision-making and more effective collaboration.
- Identifying and addressing the common challenges in applying systems thinking such as modelling and analysing systems and managing multiple perspectives.
- Tools and Frameworks for Systems Thinking such as causal loop diagrams, system maps, and stakeholder analysis.

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Visit our website to book your place now

Masterclass 3

Connecting Communities: System Leadership through Place Partnerships

10am – 12.30pm, Tuesday 1 April 2025 via MS Teams

Session Outline

In this module, we will explore how system leaders can drive transformative change by working with and through Place Partnerships. As local systems become increasingly interdependent, it is crucial for leaders to understand how to harness the power of community connections, collaborate across sectors, and co-create solutions that meet local needs.

This session will provide practical insights into leading across boundaries, fostering collective impact, and aligning resources to deliver meaningful outcomes for communities. Whether you're a system leader or a stakeholder in place-based partnerships, this webinar will empower you to leverage place-based leadership for greater local impact.

[Visit our website to book your place now](#)

Masterclass 4

Managing Change: Creating a Culture and Vision within the System

10am – 12.30pm, Thursday 1 May 2025 via MS Teams

Session Outline

As leaders, navigating change is an inherent part of our role. Priorities shift, and our focus evolves as we manage dynamic systems. This module explores the key leadership qualities necessary for effectively guiding inclusive systems through transition.

We will discuss how to visualise and communicate systemwide goals and purposes, recognising the challenges involved. By reflecting on these elements, participants will gain valuable insights into leading with resilience and inclusivity amidst evolving priorities and challenges. This includes:

- Developing a clear and actionable vision for their system that promotes inclusivity and collaboration
- Influencing and Negotiating with Impact through using strategies to build credibility, using data and evidence to support arguments, and negotiating in a way that maintains trust and fosters collaboration.
- Exploring communication techniques that ensure transparency, build engagement, and inspire action.
- Creating a culture of integrity, including clear values, transparency, accountability, and inclusivity.

Visit our website to book your place now

Masterclass 5

Collaborating Through Distributed Leadership: A Systems Approach

10am – 12.30pm, Wednesday 4 June 2025 via MS Teams

Session Outline

Distributed leadership means that leadership responsibilities and decision-making are shared across multiple individuals, teams, or organisations, rather than being concentrated at the top of a hierarchy. In the context of health and care, it means that different stakeholders— including clinical leaders, managers, and community organisations—contribute to leading the design, implementation, and oversight of major programmes. This approach aligns with the need for collaboration across sectors, especially within Integrated Care Systems (ICS).

To thrive in today's complex environments, leaders must be adaptive, responsive, and open to the diverse perspectives and contributions of others. In this module, we will explore how to foster motivation and empowerment, implement coaching strategies, and create a culture of feedback that supports the principles of distributed leadership. Participants will learn practical ways to embed this leadership model into their practice, ensuring that decision-making and accountability are shared for more effective and sustainable outcomes.

Visit our website to book your place now

Have questions? Get in touch

However, should you have any questions or queries regarding the masterclasses, please contact the System Leadership team:

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