

# SPEAK UP, LISTEN UP

## VOICE AND THE RELATIONAL IN THE HEALTH CARE WORKPLACE

Interactive activity to support the enhancement of speaking and listening in organisations

### BACKGROUND

The SULU programme was originally commissioned by the NHS London Leadership Academy back in 2017. It attracted an extraordinary amount of interest by offering insight into speaking in healthcare settings – and providing the opportunity for participants to explore their experiences in this regard and to get guidance on how best to give voice to their thoughts and ideas.

We are delighted to be able to offer people the opportunity to experience SULU once again – and we are providing it primarily to people in the NHS who take on the role of Freedom to Speak Up Guardians.

### DETAILS OF THE SESSION

The workshop is an interactive opportunity to reflect on speaking up corporate life. It is built on a body of research and theorising that encompasses power in the workplace, voice and silence in organisations, and activism at work.

Additionally, it provides a fantastic chance to explore in practice the embodiment of voice, so as to offer practical insights into how we can speak in order to be heard.

### FACULTY

**John Higgins**, an independent researcher and the co-author with Megan Reitz of a seminal book in the field, the 2<sup>nd</sup> edition of which is called *Speak Out, Listen Up*.

**Kira Emslie-Fuchs**, a leadership Coach with a decade of research in breath, voice, and mental wellbeing. Her programs and coaching offer tools for enhancing confidence and mental health. Kira is an associate faculty member at The King's Fund and Mountview Academy of Theatre Arts, and a certified Master Trainer of Estill Voice International.

**Mark Cole**, a leadership and organisation development consultant whose practice and scholarship, in terms of writing he does with John, is focused on power in the workplace.



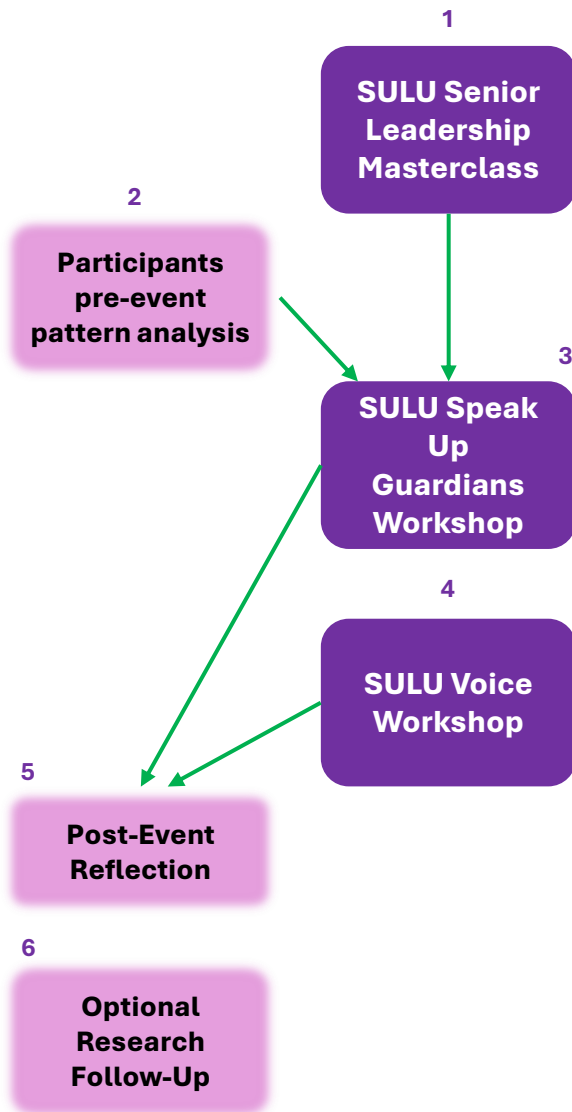
**To find out more about this offer – including how to work with the faculty to deliver the work in your Integrated Care System – please email [radicalod@colefellows.co.uk](mailto:radicalod@colefellows.co.uk)**

# SPEAK UP, LISTEN UP – VOICE AND THE RELATIONAL IN THE HEALTH CARE WORKPLACE

Now



Then



1 Once the FTSU Guardian for a particular NHS organisation registers for the workshop, the SULU team will provide a one-hour online introduction to the topic for the executive and non-executive directors of that agency.

2 The FTSU Guardian attendees are invited ahead of the workshop to explore the question, “What are you hearing?”

Similarly, the leaders from the masterclass are invited to respond to the question, “What are your issues?”

3 The workshop offers the opportunity for an informed interactive exploration of actual issues of concern for the participant group

4 Using the expertise of one of the SULU team, we are able to offer follow up workshops on the embodied voice and how best to think about speaking up.

We can also provide coaching support to participants from the workshop in terms of carrying the learning properly into practice – and sharing it with others in the organisation.

5 We will provide a post-event reflection for the organisation in light of the SULU team’s experience of the sessions.

6 A follow up research project can be commissioned from the SULU team at an agreed period after the intervention.

# Outline

This indicates in broad terms a few approaches in terms of breadth and depth that we can take in respect to the essential topic of speaking up and listening up in your organisations and across your system. Ultimately, we are open to conversations in respect to how our knowledge and expertise might best support you and those with whom you work.

	SULU	SULU+	SULU Extra
<b>Executive Masterclass for Senior Leaders across the Integrated Care Board - (One hour online)</b>	✓	✓	✓
<b>Practice Analysis Support for FTSU Guardians</b>	✓	✓	✓
<b>SULU Workshop for Guardians (Full Day, 25 places)</b>	✓	✓	✓
<b>Voice Workshop for Guardians (Half-Day, 25 places)</b>	-	✓	✓
<b>Post-SULU coaching support (2 x 50m Monthly Sessions for 25 participants)</b>	-	✓	✓
<b>Faculty Review &amp; Reflect Report</b>	-	✓	✓
<b>Follow-up Research Package</b>	-	-	✓

*The SULU faculty would ask that those who commission the events wherever possible offer the course free access to an NHS venue, in order to keep down the overall price of this important initiative.*