

START YOUR JOURNEY LEEDS

A guide to support and development options for your new employees

The Leeds Health and Care Academy are providing the below initiatives to support the retention of entry level members of staff in their first 0-6 months in role. Access to these initiatives is free and available for all Leeds health and care organisations. Activities can also be adapted to the employer organisation, to complement existing inductions.



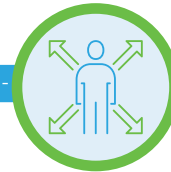
Peer Mentors

This is an independent person, employed outside of the organisation of the new starter, who they can meet with to discuss their challenges. Peer mentor support will be available in both 1:1 and group session formats, where the individual can meet other new starters to enable them to learn from each other.



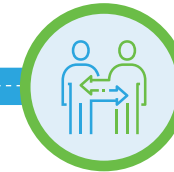
Health & Wellbeing

New starters can access a session that will support them to understand their own resilience profile, and how to recognise warning signs that they are struggling, so that they can access the right support at the right time.



Networking

This activity introduces new starters with each other so that they can develop and settle in together. This will be facilitated through a range of development and support activities.



Communication

A tailored Better Conversations development session has been created that will support individuals in terms of how they communicate with service users or patients to underpin person centred care, and to provide skills in tackling challenging conversations and communication in emotionally charged situations.

For further information on, or to access any of the above opportunities, please register your interest via this [online form](#).