

## End of year summary 2025



### What managers can access

1. **Peer support groups**  
A space to connect with colleagues who understand the realities of leadership. Managers often say this part feels reassuring and grounding.
2. **Wellbeing guidance**  
Each session includes practical ways to manage pressures, set fair boundaries and encourage kinder conversations within teams.
3. **Support for self-care**  
Managers are reminded to protect their own wellbeing. The programme shares tools and tips that are simple and easy to build into everyday routines.
4. **Link with appraisal culture**  
Regular wellbeing check ins are encouraged so people feel heard. This helps keep wellbeing visible throughout the year.

### Why Project M matters

Line managers sit at the centre of everything. They hold responsibility for staff wellbeing as well as performance, and many manage emotionally complex situations week after week. Project M helps them:

- handle difficult conversations with more confidence
- build resilience within teams and themselves
- create healthier, more compassionate environments across their services

When managers feel supported, their teams tend to feel it too.



## This year's topics

We welcomed a range of speakers who covered Attendance Management, Reasonable Adjustments, Work Related Stress and Stress Risk Assessments. We also explored Independent Learning, Workplace Wellbeing, Career Coaching, The Good Wellbeing Guide for Managers and a dedicated forum on redesigning the Trust induction from a manager's perspective.

Each topic was chosen to reflect real challenges managers are facing. Feedback shows that the practical nature of these sessions has helped many leaders feel better equipped.

## Engagement across 2025

More than **700 managers** attended sessions across the year. We know this number doesn't reflect the full engagement, as many leaders can't join live but still access the monthly content, recordings and resources sent out through email and Trust comms. The online Project M hub on the staff health and wellbeing website continues to be well used, offering a simple way for people to dip in at their own pace.

Two MS Teams sessions run every month. The second is a repeat of the first and is recorded for anyone who needs to catch up. Around **1664 invites** are sent out monthly across four Trusts:

- East Lancashire Teaching Hospitals NHS Trust
- Blackpool Teaching Hospitals NHS Foundation Trust
- University of Morecambe Bay NHS Foundation Trust
- Lancashire Teaching Hospitals NHS Foundation Trust



This figure shifts a little due to staff movement and role changes, but the reach remains strong.



## Keeping information accessible

All session content is uploaded to the dedicated Project M area on the health and wellbeing website, where staff from all participating Trusts can access the monthly resources. This keeps the learning alive beyond the sessions and helps managers revisit anything they found useful.

- **Website:** [LSCWellservice.co.uk](https://LSCWellservice.co.uk)
- **Username to the website is:** ELHTWELL



## Looking ahead

Project M will continue to evolve with the needs of managers. The plan is to keep sessions practical and supportive, bring in fresh voices and build stronger links between Trusts. The focus remains the same. Create a space where leaders feel valued, connected and better equipped to support their teams.

If you're a line manager at ELHT or any partner Trust, keep an eye out for the monthly invites. You're always welcome to join.

*A huge thank you to all managers and teams for the support you've given throughout Project M. Your time, effort and encouragement have made a real difference, and we truly appreciate everything you've done.*