



**Integrated  
Care System**  
Nottingham & Nottinghamshire

# Talent and Leadership Newsletter

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## Talent and Leadership Subject Matter Expert - DECEMBER



**Integrated  
Care System**  
Nottingham & Nottinghamshire

### About Sarah Phillips

I bring over 30 years of health and care experience. My leadership training (MA) was at The Tavistock, London (2004). This means my leadership approach is grounded in systems thinking, aligning well with NHSE for ICS and the current global trends in leadership.

My professional journey is diverse. I have a clinical background in emergency care and corporate nursing in London. Prior to returning to the NHS and joining the ICS I became an academic author, founded a company and developed an international organisational consultancy practice.

I have a special interest in working at the boundary which I believe to be the place for innovating our future. I am committed to supporting ICS colleagues to unlock the ICS potential through our people. e:Sarah.phillips65@nhs.net



### About the workstream

The aim of our workstream is that leaders at every level live the behaviours and values set out in the People Promise and *Our ICS Leadership Way as we move towards 'one workforce'* Please [click here](#) for all things ICS Talent, Leadership and ODI!

To achieve this, our ODI CoP co-designed our **three workstreams**:

As we deliver on these, we will also be producing our ICS Talent and Leadership Strategy. Having been in the system around culture and improvement I can see we are navigating the challenges of collaboration well. Notably co-design is now our default in ODI, and our ICS culture is forming. While it continues to emerge, we will pay attention to our process, nurturing our strengths while noting and shaping areas of concern. We see improvement as everyone's business and the need of leadership and particularly psychological safety.

### Update December 23:

- MLA Talent Development Meeting– Regional collaboration, reducing duplications, NNICS Adapt to adopt.
- CTT (NHSE)– MOU signed and monies due in within 8 weeks CLP pilot site. Suppliers sought and quotes in plans in design aligned to what was on MOU. CLP conference February – Midlands.
- Attended CLLP group in person meeting.
- MLA – SLT in planning stages
- Coaching discovery meeting – Exceeded plans: solution to our wicked challenges for integration – Team Coaching.
- ICS level 7 Exec course as one ICS offering as part of pathways build workstream – Levy (click)
- Active bystander training for Train the Trainers – ICS Wide Project (click) – Designing and parallel testing in system during other delivery so we are ready to launch as one ICS team in April.



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## Talent and Leadership (TL) Stream - JANUARY

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### Delivery Plan

**Talent management:** Draft plan ready next co-design stage at Talend Management sub-group.

360 Reviews agreed by provider collaborative as focus.

**Exemplar Hub** – CLP plans aligned to enable. 3 projects at different stages; of Discover (&Scope) , Design, Deliver.

Stakeholders for Exemplar hub and working groups reviewed.

**Leadership Way:** Agreed plans for Talent and Leadership Strategy as ICS co-production with NHS Elect – (SLT). CLP (design/sub-groups).

**Happening Now/Next:** Connecting and reaching more of the system, Design events for TL strategy, Active bystander, coaching testing. Identify design council for our ICS Leadership Way

### Update from this Month on 15/1/24

- ICS SLT (senior Leadership) sessions – Our ICS. Two Event days and supporting elements before and after. Next: In Person: 50 colleagues each: May and September (TBA)
- ICS Coaching: Current need: Integration Coaches/Team Coaches . Next: Feb meeting to design a test concept (team coach), Coaching Pool build and view options. Definitions (mentoring, shadowing, Coaching) and pathway alignment.
- ICS level 7 Executive 1 year Online Course: Comms plan and timeline [\(click\)](#). Next: EOI Key dates: [Information Session:](#) 20/2/24 & 27/2/24 Application Close: 05/03/2024. Start: 30/4/24
- Active bystander: CLP funding to support Design Team and elements as identified. Next: Design Huddle February [\(click\)](#)
- [CLP pilot site \(overview here\)](#) awarded, invoices and suppliers, systems thinking and is also aligned to [Virginia Mason, NHS Impact](#) and [UWE ICS synthesis](#)



### Key Dates:

18/01/24: Talent and Leadership Monthly Oversight Group

2/2/24 – ICS Coaching Design

Now: [Level 7:](#) Now: EOI (Expressions of Interest).

You can contact me: Sarah.phillips65@nhs.net



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## Talent and Leadership (TL) Stream - February

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**Leadership Way:** Join our **Leadership way Strategy group** to inform/design our Talent and Leadership strategy: Join our **Leadership way group** to inform/design our TL strategy: Sarah.phillips65.nhs.net and gain benefit from the support on this work for members from an external consultant expert in systems approach.

### Links from this Month on 15/02/24

- ICS SLT (senior Leadership) System Leadership - 50 Places Each – Please hold the date : 15<sup>th</sup> May and 11<sup>th</sup> September 2024.
- ICS level 7 Executive Leadership: Thanks to all for huge interest - applications are now closed and we will evaluate to consider another ICS cohort.
- ICS System Offers:
- Talent and Leadership Hub Start; [\(click\)](#). Online learning system co-production space for our leadership way group leads projects.
- Join our TL strategy: Sarah.phillips65.nhs.net
- [CLP pilot site \(overview here\)](#) awarded, invoices and suppliers, systems thinking and is also aligned to [Virginia Mason, NHS Impact](#) and [UWE ICS synthesis](#)



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# Talent Leadership



AT A GLANCE



- Our ICS Talent and Leadership workstream is all about enabling leadership and releasing talent. This year our focus is on ICS Leadership Way for our team of 70,000. Following the CLP (Culture Leadership Programme) cycle we are now delivering some areas, testing and adapting to system and to inform our Talent and Leadership Strategy.
- Our Talent and Leadership Hub has started: Please click here for all things ICS Talent, Leadership and Organisational Development for improvement for our system and send ideas for inclusion as we develop.
- An ICS first now! The launch of our Level 7 ICS Executive Leadership on Apprenticeship Week with onsite roadshow

## What's New



At Delivery ready to go and discovery and design stage - join us!

### An ICS first! The launch of our [Level 7 ICS Executive Leadership](#)

**Apply by 5th March:** This is an ICS first in the country and is an excellent start to our own Nottingham and Nottinghamshire ICS leadership way. This professional development opportunity adapted for our whole system was initially presented by individual providers to our ICS leadership group. We soon realised that a joined-up approach could achieve much more. I am delighted that we are ready to enrol our first cohort in April, who will learn together to lead together. This is an exceptional development opportunity, delivered through a collaboration with Corndel, the UK's leading provider of leadership and management training, and Imperial College Business School, a top 10 global university - The Nottingham ICS Executive and Senior Leadership Programme.

Designed to suit the busy professional with a blend of self-directed learning and live online sessions over one year and an investment of £14,000 for each learner. Accredited by the Chartered Management Institute and Imperial College Business School. The programme is fully funded by the apprenticeship levy and offers one-on-one coaching, group seminars, and masterclasses to develop leadership skills, support senior leaders or transition to an executive role.

You can find out more ([click here](#)). This is a programme that can be completed in as little as 6 hours per week and is asynchronous with some live scheduled time (available on catchup) and

regular coaching. A Level 7 leadership knowledge, skills and behaviours award ([click here](#)) developed with a top University Business School.

Upon successful completion of the **12-month program**, you will not only achieve a Level 7 Senior Leadership Apprenticeship and Imperial College Alumni Status, but also earn professional accreditation from the esteemed Chartered Management Institute- becoming a Chartered Manager in the process.

[System Change Consulting Skills Programme - Midlands Leadership Academy](#)

**We have one place** for our ICS: Running from April to October, the programme will take successful individuals through five key themes, providing practical skills that can be readily applied alongside the opportunity to develop a vibrant network of peers who can support you as you work on transformational change projects. See our hub for the detailed information. Please send in EOI to [sarah.phillips65@nhs.net](mailto:sarah.phillips65@nhs.net) by **1st March**. We are looking for someone who will share the learning wider within our system to inform our Talent and Leadership Strategy.

Check out the start of our [Talent and Leadership Hub](#) - please get in touch to join in developing this work via the **ICS Leadership Way sub-workgroup** - which will oversee this work.

## What's Hot



At all stages: Co-design, system testing and adapting, delivery - Limited places or time to apply:

Key Dates:

- **Level 7 Leadership Course: Application Closes: 05/03/24**

1st Information Session	20/02/2024
2nd Information Session	27/02/2024
<b>Application Window Closes</b>	<b>05/03/2024</b>
Start!	30/04/2024

- Talent and Leadership Oversight meeting: **3rd Thursday of the month** Hybrid at Trent Bridge House
- Midlands Leadership Academy: **1st March 2024**

## What's Next



Discover and Scoping Stage

Thrilled we won support from our national team (NHS) for culture transformation. As a pilot site for pioneering our Culture Leadership.

**Active Bystander:** Our fabulous OD, HR and EDI leads have completed the first part of their training. The design council have been meeting regularly with Leicestershire and other ICS partners to learn from the success of LLR and how that can work for us in our ICS.

**Our Voluntary workforce:** Early discovery and design stages has seen fantastic system response. All keen work together to submit a joint bid that will create infrastructure with a strong emphasis on organisational development and HR support. Wish us luck with the first phase - Next phase is September if we are successful. It is great to be upstream with this and ensuring OD and people services is factored in from the outset, rather than trying to put in place afterwards.

**ICS Coaching:** The design team met again and a task and finish group has been set up. Please do get in touch if you want to join our ICS Coaching workstream. [sarah.phillips65@nhs.net](mailto:sarah.phillips65@nhs.net)

**ICS Workstream support:** Dates out soon. Working with our ICS champions working on ICS leadership and culture work for whole system. Process consulting with online support and challenge monthly. To find out more contact Sarah Phillips.

**Senior Leadership Team Support** (May and September 50 ICS spaces) and **Board Development** from MLA

## Reach Out



If you want to join us in creating our ICS Talent and Leadership Way or share your initiatives for consideration for our ICS Talent and Leadership Exemplar Hub to use in the ICS space, please do email [sarah.phillips65@nhs.net](mailto:sarah.phillips65@nhs.net) or if you want to get involved in specific areas you can choose by signing up to our distribution lists on the website (pending IG). In the meantime email me directly and I will add you to our list!





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## Talent and Leadership (TL) Stream - March

### About the workstream

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### Delivery Plan

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[CLP pilot site \(overview here\)](#) awarded, invoices and suppliers, systems thinking and is also aligned to [Virginia Mason, NHS Impact](#) and [UWE ICS synthesis](#)

### Links and key activity for this Month on 15/03/24

- ICS SLT (senior Leadership) System Leadership - 50 Places Each – Please hold the date : **15<sup>th</sup> May and 11<sup>th</sup> September 2024.**
- National Team (NSHE) meeting for Systems Thinking for Culture Leadership Programme : outstanding event and the speaker (who has worked with [Peter Senge – System Thinking](#)) will deliver a session for our SLTs.
- **Midlands Talent management** first face to face meeting
- Board Development for leading in complexity attended 1 of 4 with midlands colleagues.
- **Talent and Leadership Strategy Design group-** Facilitator Commissioned. Former CEO, Author – Design Thinking, Academic Faculty NHS Leadership courses (i.e: EGA)
- **ICS level 7 Executive Leadership:** Thanks to all for huge interest - applications are now closed and we will evaluate to consider another ICS cohort.
- ICS System Offers: I strongly recommend all the session and note an excellent offer opened to the ICS from our partners Active Notts and Active Derbyshire for **Systems Leadership online session from Debbie Sorkin.** [You can also watch last year's sessions](#) and linked on our Talent and Leadership Hub Start; [\(click\)](#).
- Online learning system co-production space for our leadership way group leads project - Coaching, Active Bystander, Capture of other interventions.

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# Impact Snapshot:

## Key Stats

**Level 7: Full!** 30 ICS Senior leaders learning together to lead together.

This represents a **£420,000 Investment** in our leaders (Levy).

**£0** Travel and subsistence costs and time – online

**£360,000** System Saving of staff release – One year compared to two years.

## Value Adds

- **Bespoke add on:** guest speaker to suit our system needs: Systems Thinking module
- **Launch event** sponsorship
- **NN ICS Leadership cohort** – Our Leadership way basecamp



An ICS First - In an innovative step for our Integrated Care System (ICS) here in Nottingham and Nottinghamshire, we've launched a strategic initiative aimed at enhancing leadership skills across our health and care system, including all partners. By working with Cordnel, we've managed to customise elements to fit our specific needs in Nottingham and Nottinghamshire ICS.

Our leaders will now be able to reach level 7 in just one year—a journey that usually takes two years—at Imperial College, a leading world class university. The programme is designed to bring future leaders together as part of an ICS cohort, helping to build connections and understanding as they learn together to lead together.

Set to start in April, this initiative will help our participants effectively tackle challenges and navigate the complexities on our path to better health outcomes.

While our focus is on our Nottingham and Nottinghamshire ICS as part of working in system we have opened up a small number of places for neighbouring ICSs who we have worked with before on other initiatives. True system working as an ICS from inception to delivery.



**Delivering while building strategically. A learning organisation following the cycle:**

One Team of **70,000**



Online Asynchronous  
One year Completion



Learn while working  
welcomed



We are creating a  
learning system



NN ICS One Team- learn  
together to lead



Making sure our system  
is working for us.  
Together not separately  
racing to keep up





# Sarah Phillips - Talent and Leadership Subject Matter Expert



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## Talent and Leadership (TL) Stream APRIL

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**Leading in System:** Enabling leadership. Our leadership Nottingham and Nottinghamshire ICS Leadership way.

### Links and key activity for this Month on 15/04/24

#### What's Happened:

- Communications – stakeholder mapped and segmented 520 members in ICS leadership groups. Additionally linked for reach into primary care 2000 via ICS infrastructure – NATH and Phoenix.
- Level 7 Executives evaluation phase. Success for offer – interest exceeded places. Potential new cohort October. All systems/process set up ready to repeat- – levy, marketing, partnership, comms, enough numbers to run next cohort post PCDG

#### What's– NOW How to get involved: (see next page)

- ICS Talent and Leadership HUB -Online learning system co-production space for our leadership way group test space [Calling ICS equivalent OD leads, change leads, Improvement/QI,](#)
- Talent and Leadership Strategy Co-design – facilitated by Stefan Cantore – Co-design lead, former NHS CEO, Lead at DO OD. [Calling ICS equivalent OD leads, change leads, Improvement/QI](#)
- Senior Leadership Teams- Design team needed 15<sup>th</sup> May 2024 Arnold SJRH Boardroom PM In person with limited hybrid 1300-1530 – [Calling ICS equivalent HRDs, OD leads,](#)
- Appraisal: Design meeting using set date of 21<sup>st</sup> May 2024 provider collab (pending co-design facilitator) [Reminding all provider collab members](#)
- [Aspiring Chief Executive](#) programme Closes: 14 May 2024 NHS but open to ICS

#### What's – NEXT

Coaching – 2 Events for system testing– 1 release ICS spaces (career) 2. Coaching for systems leaders: Attaching to work ongoing so medical focus currently.



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## Talent and Leadership (TL) MAY

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**Leading in System:** Enabling leadership. Our leadership Nottingham and Nottinghamshire ICS Leadership way

### Links and key activity for this Month on 15/05/24

#### What's Happened:

Our level 7 began as one ICS cohort – please see some of the highlights on the next page Talent and Leadership Strategy Co-design – facilitated by Stefan Cantore – skeleton draft in progress. [Impact Report produced please click here](#) – presented at ICS meetings to demonstrate approach, current impact and what it tells us about our system and potential to guide our strategic direction. Board Development complete and we are on the right track. Fully aligns with our UWE approach and current focus on leading in complexity and systems thinking.

#### What's– NOW How to get involved: (see next page)

- ICS Talent and Leadership HUB -Online learning system co-production space for our leadership way group test space. [Join us to shape our online hub space – email for the password and meeting invites](#)
- 360 : Design meeting using set date of 21<sup>st</sup> May 2024 provider collab (co-design facilitator)

#### What's – NEXT

Midlands Approach: high potential scheme options for our ICS

# Talent and Leadership (TL) MAY

## ICS Offer – No charge

**Please share this excellent training event - Coaching Skills for Leaders** Given the high demand already seen and limited places, we will review all applications and create a waiting list for any future dates.

### Event Details:

**Date:** 2nd August 2024: **Location:** Ropewalk House, Nottingham:

**More Information:** [Coaching for System Leaders](#)

### Our ICS Steering Group – Exemplar Hub Workstream

In December, our steering group met for a highly productive 3-hour accelerated design event, our aim to work with own ICS expert knowledge and experience for our system. The hybrid session also enabled some attendance from system directors for support, insight and direction.

Sarah Phillips has been engaging with other ICSs and our OD leads always seeking to access and share our strengths and talents, minimise duplication and focus our efforts on what is most helpful according to our diagnostics, leadership knowledge and emerging organisational needs.

**\*\*\*Experienced Coaches please consider joining our steering group meetings and growing coaching faculty\*\*\***

We are always keen to hear from coaches, supervisors, mentors and facilitators within the system. Your insights and expertise are invaluable in guiding our coaching community. To learn more contact [sarah.phillips65@nhs.net](mailto:sarah.phillips65@nhs.net) or Dr Mat Daniel at [mat.daniel@nuh.nhs.uk](mailto:mat.daniel@nuh.nhs.uk).



## Introducing ICS Coaching

# Coaching skills for leaders

Interested in adding coaching skills to your leadership style?

We are running a one day in-person workshop aimed at leaders across Nottingham and Nottinghamshire ICS. Designed for those who are interested in learning basic coaching skills that they can use as part of their leadership practice.

On: 2nd August 2024  
At: Ropewalk House, Nottingham



By the end of the workshop you will:

- Understand what coaching is for you.
- Explore how coaching can complement your leadership style.
- Learn how to ask powerful questions.
- Develop your coaching conversation skills to create a safe and supportive space.

You can register interest and find out more here:  
Contact [mat.daniel@nuh.nhs.uk](mailto:mat.daniel@nuh.nhs.uk)



[An ICS Talent and Leadership Initiative](#) (Exemplar Hub)

Leaders who coach know how to carefully balance support with challenge to develop their team.

The result is:

- Enabled leadership where all can achieve more, innovate and take action.
- A culture of learning, curiosity, empowerment, and achievement.
- System leaders who sense-make complexity on their feet

# Get involved – MAY Talent and Leadership



## Talent and Leadership Strategy Co-design Group:

### What do we have now:

A compilation and skeleton structure has been created for use by the co-design council. Midlands Talent approach connection. A facilitator: former CEO, OD and co-design expertise

### Why we need your help:

The strategy will provide our system steer for the next 5 years. We want this to align with partner strategies or, in the case of smaller organisations, provide a starting point.

### What we need

We need leadership leads including but exclusive OD and improvement practitioners to help us understand current and future needs and initiatives that have been helpful or achieved learning.

### How much time will it take

We will do one in person meeting, some shorter online T&F/co-design meetings. Learn more at the next meeting on co-designing our strategy.

**When: 1:** 18<sup>th</sup> April 2024 1300-1430 2: June (TBA)

**Where:** Online. 2: June in Person – Date to be announced, 3 further online co-design to suit group

## Senior Leadership Team – Systems Leadership Event

### What do we have now:

2 sessions for 50 delegates of Senior Leaders (SLT). NHS Elect Facilitator for complex facilitation

### Why we need your help:

Designing OD (Organisational development) interventions that works for ICS SLTs

### What we need

Our Senior Leaders to learn together on System Leadership, complexity and navigating VUCA (Volatile, Uncertain, Complex and Ambiguous)

### How much time will it take

We will hold one in person meeting.

**When:** 15<sup>th</sup> May 2024 1300-1515

**Where:** In Person Sir John Robinson House, Arnold NG5 6DA. This session will benefit from in person meeting. *Hybrid option for part of the session.*

## Talent and Leadership Hub: Our ICS Leadership

### What do we have now:

A skeleton has been built that is now ready for shaping.

### Why we need the Hub

Our ICS needs a virtual hub space for Talent and Leadership, OD. This will reduce duplication, keep in touch with what is going on in system and a space to showcase, share, learn

### What we need

An online one stop shop for ODI.

We need leadership leads including but exclusive OD and improvement practitioners.

A non-public facing space for online collaboration and sharing content

A space to share our best leadership

### How much time will it take

How will your time make a difference: Your input will shape our hub

**When:** June 2024 – Date to be Announced

**Where:** Online Only



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## Talent and Leadership (TL) JUNE

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**Leading in System:** Enabling leadership. Our leadership Nottingham and Nottinghamshire ICS Leadership way

### Links and key activity for this Month on 15/06/24

#### What's Happened:

Delighted to be contacted to help as partners and system initiatives seek to understand if the approach and intervention aligns with our UWE diagnostic and approach. Thanks always to our Organisational Development Leads support and executives highlighting how we can help. The Talent and Leadership Strategy is taking shape and meetings are ongoing to ensure it reflects what was said and agreed over the year as well as guiding what has changed.

#### How to get involved: (see next page)

- Please do email [sarah.phillips65@nhs.net](mailto:sarah.phillips65@nhs.net) to get involved with our ICS Talent and Leadership HUB -Online learning system co-production space for our leadership way group test space. **Join us to shape our online hub space**
- Midlands Talent (NHS) the [high potential scheme options](#) for our ICS. Regional OD leads have all agreed this scheme has potential to be run as a Midlands Partnership. We have now met with all 10 Regions including CPOS.
- ICS Coaching Faculty – If you would like to join our ICS faculty to steer our way forward for all things coaching, facilitation, mentoring and shadowing please contact [sarah.phillips65@nhs.net](mailto:sarah.phillips65@nhs.net) or Dr Mat Daniel: [mat.daniel@nuh.nhs.uk](mailto:mat.daniel@nuh.nhs.uk) to find out how you can help.

**What's NEXT See next page. Coaching for System Leaders.** Active Bystander meetings ongoing for September part 2 completion.

# Thanks for getting involved! Look what you did: Talent and Leadership - JUNE



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## Talent and Leadership: 'Our' ICS Leadership Way – Looking at the cohort

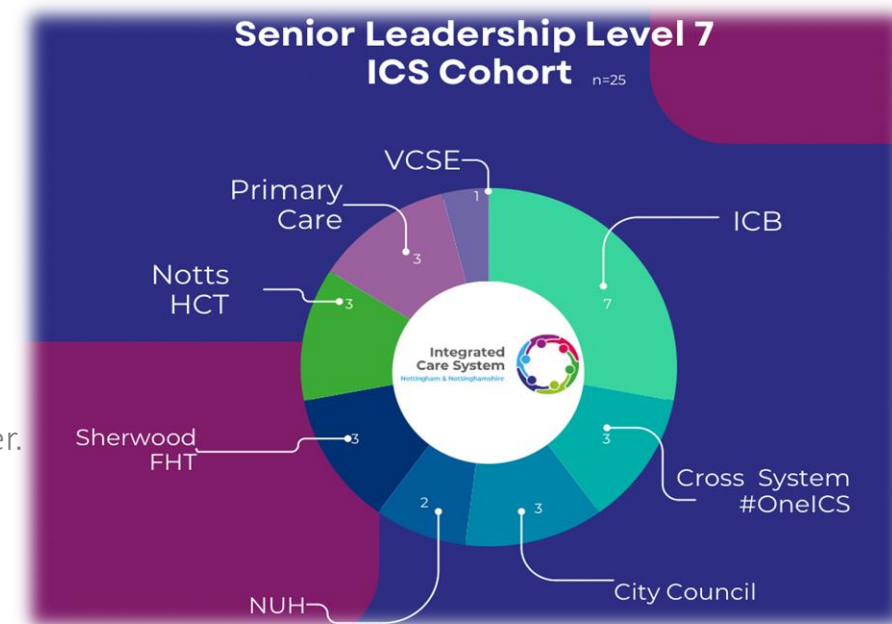
- 56 of you attended the live briefings with more watching asynchronously later.
- Our NHS apprenticeship leads stepped forward and helped so we could release our talent by making the most of our system levy
- We came out (and Corndel up from London) to meet you - a highlight for us!
- Sent flyers far and wide
- Created our own ICS branded hub to suit us
- Corndel administrated all the logistics and communications

**Learning:** Even Corndel/Imperial highest standard needed some visual adaptation and narrative to suit our system - once we got this system fitting the right people appeared.

We were thrilled to get such a balanced representation from system but there is always room for more partners. Now it is built we and significant communications we can continue to engage more widely. Cake! on the stand as well as more fliers, online communication and pens

**Celebration:** Clearly a success in many ways with 23 now enrolled and learning together to lead together. A few bonuses also agreed as part of our commercial partnership- including an in- person event and a masterclass of our choice.

**Next:** Full evaluation continues so we measure impact for our citizen from the start. We can ensure system fit and how this dovetails with other high potential schemes. How can we continue to use the system stretch space to release our talent and enable our leaders. Governance – following evaluation this will go under Education and Training with leadership from apprenticeship leads and OD practitioners and equivalent.





# Sarah Phillips - Talent and Leadership Subject Matter Expert



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### Delivery Plan

**Talent Management:** Listening and design events - standing Integrated Care Systems (ICS) and TL sessions to co-design our ICS Strategy.. Talent Midlands Approach: Foster partnerships within the Midlands region to reduce duplication and innovate in partnership.

**Exemplar Hub:** Using this concept to allow us to proceed at pace or, as necessary, pause to adjust, pivot, or stop with oversight. The hub is rooted in the Culture Leadership Programme, where we are participating as a system pilot site. Projects at different stage: Discover, Design, Deliver (& Scope). See report and video explainer Test and learning [exemplar hub concept](#) report - level 7 . Video in production using this example of systems leadership in action. [Vimeo](#)

**Enabling Leadership:** Promote leadership within the Nottingham and Nottinghamshire ICS through consultation on organisational development (OD), system design, and educational options review and testing for system leadership most useful for our ICS.

### Key activity for this Month on: 18/7/24

#### What's Happened:

The Midlands Talent meeting with ICS leads for Organisational Development, Leadership, and Culture focused on identifying successful strategies for systems. Key areas included enabling leaders for system leadership and sharing insights and approaches in priority areas such as coaching, high potential schemes, and utilising technology tools. Plans from the Midlands team to support ICS will be available soon. Attended the excellent presentations of the NLTP – Nottingham Leadership Transformation Programme who had teams from system partners learning together to lead now on our wicked issues.

#### What's– NOW - *Keep checking the buttons on the website hub*

- [Coaching for System Leaders](#) Filled rapidly -2<sup>nd</sup> August In Person. We have a wait list for more ICS sessions and will evaluate under exemplar hub for our strategic approach – TL Strategy.
- **In- Person bespoke session [Imperial/Corndel Level 7](#)** on 25<sup>th</sup> July at Ashfield. Sarah Phillips, Julie Fellows, Corndel team will be meeting our cohort for this in person event. *Imperial rose to 2<sup>nd</sup> in the world index.*
- **Systems Innovation Toolkit Launch** – [Toolkit of 100s of images](#), videos and cards to help leaders everywhere use simple graphics to articulate what systems leadership means in their context. towards integration in our journey to health. Licence to use for **all ICS partners** for **all 70,000** colleagues.

#### What's – NEXT:

Online Collaboration and learning hub – talent and leadership for ICS. KUMU large visual data launch.

Active Bystander meetings ongoing for September part 2 completion.

Please do email [sarah.phillips65@nhs.net](mailto:sarah.phillips65@nhs.net) and [Join us to shape our online hub space!](#)

# Systems Innovation Toolkit

## Talent and Leadership - JULY



**Integrated  
Care System**  
Nottingham & Nottinghamshire

### Who are systems Innovation?

We worked with Joss, based in London to access elements which will help our system and have access to a series of tools and videos.

*'At Si, we are on a mission to unlock the ideas of systems thinking and complexity to make them accessible to all. In fact, we have been working on this for almost a decade and have helped over 5 million learners. A suite of educational resources to help you on your journey towards becoming a systems thinker and systems innovator. Our learning material takes four main formats: guides, cards, video courses, and ebooks'*

### How are we partnering?

We have 2 year access to 100s of tools – simple graphic design, video graphics, teaching videos. Joss, UK Director at SI, attended our Talent and Leadership Hub in March to go over the tools.

### How do I access the tool kit?

All partners have access via their OD, Improvement and equivalent to the online hub space where they can review and download content. Look out for a live online demonstration and vimeo link by Sarah Phillips to share and discuss how can make best use of these superb tools for our system.

[Sarah.phillips65@nhs.net](mailto:Sarah.phillips65@nhs.net) Please put the Title SI Toolkit. Keep up to date on [our online website hub space](#) – use the buttons at the top to quickly find out the latest on this and other initiatives.



**Guides**  
20+ Starter guides



**Cards**  
Cards that explain key concepts



**Courses**  
Over 300 video lessons



**eBooks**  
Download 20+ eBooks

#### Guides

The SI Guides are a series of 21 short guides that form the foundations of our knowledge base. Each guide explains one key area of systems innovation in an accessible way using graphics and non-technical terminology. [See the Guide](#) →



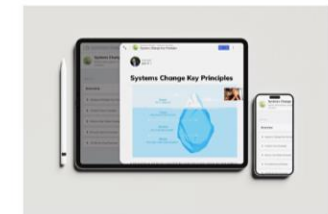
#### Cards

The SI Cards are a set of 90+ concept cards that will help you learn or teach the key concepts and methods in systems innovation. Each card is designed to clearly summarise the concept while also visualising it graphically - to enable maximum learning. [See Cards](#) →



#### Video Courses

We have over 20 video courses, each consisting of about 10-20 video lectures where concepts are illustrated and explained. These courses are great for going deeper into the ideas - particularly for learning systems thinking and complexity and how those ideas apply in different areas. [See Course](#) →







# Sarah Phillips - Talent and Leadership Subject Matter Expert



**Integrated Care System**  
Nottingham & Nottinghamshire



Connect: Scan or click :

You can contact me: [Sarah.phillips65@nhs.net](mailto:Sarah.phillips65@nhs.net)



## Talent and Leadership (TL)AUGUST

### About the workstream

The aim of our workstream is that leaders at every level live the behaviours and values set out in the People Promise and *Our ICS Leadership Way as we move towards 'one workforce'* Please [click here](#) for all things ICS Talent and Leadership.

### Delivery Plan

**Talent Management:** Listening and design events - standing Integrated Care Systems (ICS) and TL sessions to co-design our ICS Strategy.. **Talent Midlands Approach:** Foster partnerships within the Midlands region to reduce duplication and innovate in partnership.

**Exemplar Hub:** Using this concept to allow us to proceed at pace or, as necessary, pause to adjust, pivot, or stop with oversight. The hub is rooted in the Culture Leadership Programme, where we are participating as a system pilot site. Projects at different stage: Discover, Design, Deliver (& Scope). See report and video explainer [Test and learning exemplar hub concept](#) report - level 7 . Video in production using this example of systems leadership in action. [Vimeo](#)

**Enabling Leadership:** Promote leadership within the Nottingham and Nottinghamshire ICS through consultation on organisational development (OD), system design, and educational options review and testing for system leadership most useful for our ICS.

### Key activity for this Month on: 15/8/24

#### What's Happened:

Level 7 cohort in person event for our Imperial/Corndel

[Coaching for System Leaders](#) was a success with 9 attendees from across the system benefiting. This is being reviewed to determine next steps for any further ICS sessions.

#### What's— NOW - *Keep checking the buttons on the website hub*

- **In- Person bespoke session [Imperial/Corndel Level 7](#)** on 25<sup>th</sup> July at Ashfield. Sarah Phillips, Julie Fellows, Corndel team will be meeting our cohort for this in person event
- **Final co-design strategy Thursday 29<sup>th</sup> August 2024 Online** Facilitator: and graphic illustrator (commissioned for Clinical leadership group in attendance)

#### What's – NEXT:

Online Collaboration and learning hub – talent and leadership for ICS. KUMU large visual data opening access to system partners and NHS.

Active Bystander meetings ongoing for September part 2 completion. Coaching 2<sup>nd</sup> Offer Friday 28<sup>th</sup> September

Level 7 – Imperial Corndel – ICS cohort potential November pending review and approval

Please do email [sarah.phillips65@nhs.net](mailto:sarah.phillips65@nhs.net) and [Join us to shape our online hub Open space and ICS online collaboration and learning space](#)



# Exemplar Hub Talent and Leadership - AUGUST

## What is the exemplar hub?

Based on our UWE (University of West of England) diagnostic - The exemplar hub allows us to accelerate promising initiatives with system oversight and evaluation. Exemplar means something to point at. We may have something outstanding that we ensure is highlighted. Other things we may want to collaborate and design from the start or adapt for a system fit. The general idea is to uncover the best of our system assets, initiatives and talents, join forces.

Create a **test and learn space** so that we can adopt an accelerated design approach from the early-stage design and discovery, through during delivery to evaluation, noting any adjustments for our next phase of use according the system. Using the Culture Leadership Programme cycle (Discover, Design, Delivery and Scope)

## Organic Build - Coaching

Using our very own ICS experts in coaching we have formed the start of an ICS coaching faculty which seeks to encompass all things for our desired coaching culture, such as facilitation, mentoring, coaching, team coaching, shadowing. The aim being we not only create offers such as the Coaching for Leaders course but are a system asset to support, and guide coach our way forward.

## Custom Adapt Top Quality

Ie: [level 7 Cordnel/Imperial Apprenticeship](#)

## Partnership – Adapt to Adopt

Working with system, regional or national tried and tested programmes IE: Active Bystander, NHSE accredited (for ICS) High Potential Scheme and similar Adapting to fit our ICS. Aligning with our diagnostics, our strategic direction and current plans or priority system interventions and working with our climate approach, system architecture and infrastructure in place or being created.





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