



# Sarah Phillips - Talent and Leadership Subject Matter Expert



**Integrated  
Care System**  
Nottingham & Nottinghamshire

## Talent and Leadership (TL) Stream

### 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:** Draft plan going to Talent Management sub-group and move to Talent and Leadership Strategy Design Group.

**Exemplar Hub** – This concept is working well and allowing us to proceed at pace or as important, pause to adjust, pivot or stop. This hub is rooted in the Culture Leadership Programme we are part of as system pilot site. Projects at different stages; of Discover (&Scope) , Design, Deliver are considered good enough to put out to system and adjusted. The first win from this approach is the Level 7 Leadership Course just launched.

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

[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 15/02/24

- 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.**
- 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.

**Connect: Scan or click :**

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# Impact Highlight March – Talent and Leadership

## 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