



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.

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 : 15th May and 11th 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](#)



Connect: Scan or click :

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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 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
Application Window Closes	05/03/2024
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

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** 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!

