



Sarah Phillips - Talent and Leadership Subject Matter Expert



Integrated Care System
Nottingham & Nottinghamshire



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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.

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.

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

- Please do email 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 or Dr Mat Daniel: 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 to our ICS Coaching Faculty Talent and Leadership

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 or Dr Mat Daniel at 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



[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