



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 15/05/24

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 21st May 2024 provider collab (co-design facilitator)

What's – NEXT

Midlands Approach: high potential scheme options for our ICS

Thanks for getting involved! Look what you did:

Talent and Leadership



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Talent and Leadership Hub: Our ICS Leadership

- 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.

