



# 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) 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 15/04/24

#### 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.

# Get involved – Talent and Leadership



**Integrated  
Care System**  
Nottingham & Nottinghamshire

## 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**