



# 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:** Listening and design events - standing Integrated Care Systems (ICS) and TL sessions to co-design our ICS Strategy.. Talent Midlands Approach: Foster partnerships within the Midlands region to reduce duplication and innovate in partnership.

**Exemplar Hub:** Using this concept to allow us to proceed at pace or, as necessary, pause to adjust, pivot, or stop with oversight. The hub is rooted in the Culture Leadership Programme, where we are participating as a system pilot site. Projects at different stage: Discover, Design, Deliver (& Scope). See report and video explainer Test and learning [exemplar hub concept](#) report - level 7 . Video in production using this example of systems leadership in action. [Vimeo](#)

**Enabling Leadership:** Promote leadership within the Nottingham and Nottinghamshire ICS through consultation on organisational development (OD), system design, and educational options review and testing for system leadership most useful for our ICS.

### Key activity for this Month on: 18/7/24

#### What's Happened:

The Midlands Talent meeting with ICS leads for Organisational Development, Leadership, and Culture focused on identifying successful strategies for systems. Key areas included enabling leaders for system leadership and sharing insights and approaches in priority areas such as coaching, high potential schemes, and utilising technology tools. Plans from the Midlands team to support ICS will be available soon. Attended the excellent presentations of the [NLTP](#) – Nottingham Leadership Transformation Programme who had teams from system partners learning together to lead now on our wicked issues.

#### What's– NOW - *Keep checking the buttons on the website hub*

- [Coaching for System Leaders](#) Filled rapidly -2<sup>nd</sup> August In Person. We have a wait list for more ICS sessions and will evaluate under exemplar hub for our strategic approach – TL Strategy.
- In- Person bespoke session [Imperial/Corndel Level 7](#) on 25<sup>th</sup> July at Ashfield. Sarah Phillips, Julie Fellows, Corndel team will be meeting our cohort for this in person event. *Imperial rose to 2<sup>nd</sup> in the world index.*
- **Systems Innovation Toolkit Launch** – [Toolkit of 100s of images](#), videos and cards to help leaders everywhere use simple graphics to articulate what systems leadership means in their context. towards integration in our journey to health. Licence to use for **all ICS partners** for **all 70,000** colleagues.

#### What's – NEXT:

Online Collaboration and learning hub – talent and leadership for ICS. KUMU large visual data launch.

Active Bystander meetings ongoing for September part 2 completion.

Please do email [sarah.phillips65@nhs.net](mailto:sarah.phillips65@nhs.net) and [Join us to shape our online hub space!](#)

# Systems Innovation Toolkit

## Talent and Leadership



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### Who are systems Innovation?

We worked with Joss, based in London to access elements which will help our system and have access to a series of tools and videos.

*‘At Si, we are on a mission to unlock the ideas of systems thinking and complexity to make them accessible to all. In fact, we have been working on this for almost a decade and have helped over 5 million learners. A suite of educational resources to help you on your journey towards becoming a systems thinker and systems innovator. Our learning material takes four main formats: guides, cards, video courses, and ebooks’*

### How are we partnering?

We have 2 year access to 100s of tools – simple graphic design, video graphics, teaching videos. Joss, UK Director at SI, attended our Talent and Leadership Hub in March to go over the tools.

### How do I access the tool kit?

All partners have access via their OD, Improvement and equivalent to the online hub space where they can review and download content. Look out for a live online demonstration and vimeo link by Sarah Phillips to share and discuss how can make best use of these superb tools for our system.

[Sarah.phillips65@nhs.net](mailto:Sarah.phillips65@nhs.net) Please put the Title SI Toolkit. Keep up to date on [our online website hub space](#) – use the buttons at the top to quickly find out the latest on this and other initiatives.



**Guides**  
20+ Starter guides



**Cards**  
Cards that explain key concepts



**Courses**  
Over 300 video lessons



**eBooks**  
Download 20+ eBooks

#### Guides

The SI Guides are a series of 21 short guides that form the foundations of our knowledge base. Each guide explains one key area of systems innovation in an accessible way using graphics and non-technical terminology. [See the](#)



#### Cards

The SI Cards are a set of 90+ concept cards that will help you learn or teach the key concepts and methods in systems innovation. Each card is designed to clearly summarise the concept while also visualising it graphically - to enable maximum learning. [See Cards →](#)



#### Video Courses

We have over 20 video courses, each consisting of about 10-20 video lectures where concepts are illustrated and explained. These courses are great for going deeper into the ideas - particularly for learning systems thinking and complexity and how those ideas apply in different areas. [See](#)

