



# 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: 15/8/24

#### What's Happened:

Level 7 cohort in person event for our Imperial/Corndel

[Coaching for System Leaders](#) was a success with 9 attendees from across the system benefiting. This is being reviewed to determine next steps for any further ICS sessions.

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

- 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
- Final co-design strategy 29<sup>th</sup> August 2024 Online Facilitator: and graphic illustrator (commissioned for Clinical leadership group in attendance)

#### What's – NEXT:

Online Collaboration and learning hub – talent and leadership for ICS. KUMU large visual data opening access to system partners and NHS.

Active Bystander meetings ongoing for September part 2 completion. Coaching 2<sup>nd</sup> Offer Friday 28<sup>th</sup> September

Level 7 – Imperial Corndel – ICS cohort potential November pending review and approval

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

# Exemplar Hub

## Talent and Leadership

### What is the exemplar hub?

Based on our UWE (University of West of England) diagnostic - The exemplar hub allows us to accelerate promising initiatives with system oversight and evaluation. Exemplar means something to point at. We may have something outstanding that we ensure is highlighted. Other things we may want to collaborate and design from the start or adapt for a system fit. The general idea is to uncover the best of our system assets, initiatives and talents, join forces.

Create a **test and learn space** so that we can adopt an accelerated design approach from the early-stage design and discovery, through during delivery to evaluation, noting any adjustments for our next phase of use according the system. Using the Culture Leadership Programme cycle (Discover, Design, Delivery and Scope)

### Organic Build - Coaching

Using our very own ICS experts in coaching we have formed the start of an ICS coaching faculty which seeks to encompass all things for our desired coaching culture, such as facilitation, mentoring, coaching, team coaching, shadowing. The aim being we not only create offers such as the Coaching for Leaders course but are a system asset to support, and guide coach our way forward.

### Custom Adapt Top Quality

Ie: [level 7 Cordnel/Imperial Apprenticeship](#)

### Partnership – Adapt to Adopt

Working with system, regional or national tried and tested programmes IE: Active Bystander, NHSE accredited (for ICS) High Potential Scheme and similar Adapting to fit our ICS. Aligning with our diagnostics, our strategic direction and current plans or priority system interventions and working with our climate approach, system architecture and infrastructure in place or being created.

