



Leadership Academy

High Potential Scheme

Guidance for Sponsors

2019/20



Sponsoring an Applicant

The NHS High Potential Scheme

The NHS High Potential Scheme (HPS) is a new, innovative, 24-month career development scheme to help high potential, middle level leaders accelerate their career to executive roles at a faster pace.

With the help of a career coach, participants shape a two-year programme of experience, focusing on gaining practical leadership experience in a range of roles and settings, and strategic experience through assignments and projects.

Throughout the Scheme, participants will develop the knowledge, skills and behaviours they need to become outstanding, compassionate and inclusive senior leaders across health and care.

The first of its kind for the NHS and currently in a pilot phase, HPS has been developed by the NHS Leadership Academy and will be tested in partnership with seven Sustainability and Transformation Partnerships (STP) and Integrated Care Systems (ICS) areas, with participants starting from January 2020.

As well as being the first to join the Scheme, these participants will play a key role in shaping its future for the benefit of others.

Applications are now open for those working in NHS funded roles across the Staffordshire and Stoke-On-Trent Together We're Better STP, for the January intake.

Benefits of the High Potential Scheme

As an organisation with a colleague participating on the Scheme, you'll:

- Have the opportunity to shape the first ever NHS High Potential Scheme.
- Improve the organisation's success with participants, bringing immediate positive and productive changes to their teams, services and patients in areas such as; increasing morale, improving patient experience, effective service redesign and financial benefits.
- Develop participants to work more strategically with greater collaborations across large and complex programmes, departments, services and systems of care, leading to less waste and more efficient use of resources.
- Provide the opportunity for participants to build a powerful, regional and national support network of like-minded influential leaders.
- Enable participants to build their personal resilience, confidence and capabilities to meet the demands of senior leadership within the challenging, transforming environment of the NHS.
- Increase the number of inspiring and innovative leaders in the organisation's talent pipeline for better succession planning.
- Improve leadership practice having a greater positive impact on organisational culture and inclusive, patient centred care.

Who should I encourage to apply?

The Scheme is for people who demonstrate high potential and the interest in becoming an outstanding, inclusive and compassionate, senior executive leader across health and care.

To be eligible applicants should be:

- In an NHS-funded role, based within the Staffordshire and Stoke-On-Trent STP.
- A middle level leader (Agenda for Change bands 8A-D, or equivalent in other pay structures, clinical or non-clinical).
- Interested in progressing their career to senior leadership roles, for example, board or governing body level.
- Ready and willing to learn and develop their leadership skills and behaviours.
- Able to demonstrate their compassionate and inclusive leadership values and style.
- Working towards one of the two career transitions identified for the High Potential Scheme – www.twbstaffsandstoke.org.uk/HPS

As diversity and inclusion are at the heart of HPS - reflecting the richness and diversity of the NHS workforce - applications from BAME, LGBT+, female, and staff with disabilities are particularly welcome.

How can I support the applicant?

You may be the applicants line manager, or another senior leader within the organisation who can support the development of the applicant. The process begins with a talent management conversation between yourself and the applicant to discuss how the Scheme can unleash their potential.

Agreements should be made to allow the applicant to participate in the Scheme. This will include the face-to-face workshops, coaching and the experience component of the Scheme. Upon joining, participants will work with you and a coach to create a career development plan. You can support the participant by holding a talent conversation with them within the first three months of them joining the Scheme. The programme team will provide you with the tools you need for this.

A large proportion of the participants career development plan should include gaining the experience they need to help them progress to the next level, for example, undertaking stretching assignments/placements or secondments. The programme team will assist with this. For any questions regarding their role in this, please see their contact details overleaf.

Agreements should be made to allow the participant time to participate in all scheme components, attend face to face activities, provision of study leave as appropriate, providing the opportunity, space and support for them to bring their learning back to the workplace and to have ongoing conversations to build more inclusive cultures.

Your participant may also wish to talk to you about their learning and development experience and you can check how they are progressing against their career development plan during their time on the Scheme.

Costs and funding

The High Potential Scheme is fully funded.

Your organisation may incur a cost if your role needs to be backfilled while you are undertaking experiences on the Scheme. In some cases, another member of the HPS may be available to fill the participant's role while they complete an assignment.

Contact

To find out more about the High Potential Scheme please email:

highpotentialscheme@leadershipacademy.nhs.uk or call 0113 322 5635