

Aspire Together.

Aspire Together Talent Pool - Existing Directors

Nomination Pack
The benefits of the Aspire Together Talent Pool

The London Regional Talent Board

November 2019



Purpose and Content of the Nomination pack

The nomination pack is designed to inform and provide guidance to:

- Chief Executive Officers
- Accountable Officers
- Human Resource Directors
- Executive Directors applying to the Regional Talent Pool (those working at executive or governing body level)

Content

- Introducing the London Regional Talent Board
- Overview of the nomination process
- Benefits of the talent pool
- Further information and contact details

Introducing the London Regional Talent Board



The London Regional Talent Board and Aspire Together: London Talent Pool

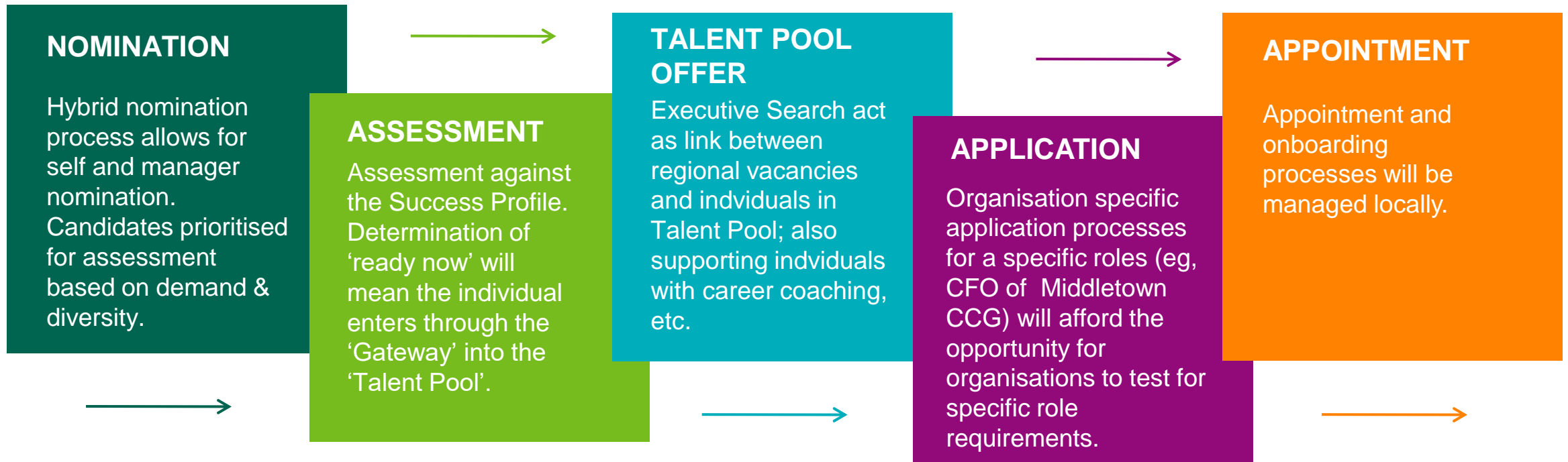
- The London Regional Talent Board (LRTB) is the body created to drive a new approach to talent management in the NHS London region. Chaired by Dr Navina Evans, CEO at East London Foundation NHS Trust, the LRTB consists of senior representatives from organisations across the region, including providers, commissioners, NHS England and NHS Improvement.
- Chief Executive/Accountable Officers will already be aware of the work being done to ensure that talent management across our region is more strategic and effective, in order that the NHS London has the leadership capacity it needs for the future.
- Initial efforts of the LRTB have been focused on the creation of Aspire Together Talent Pool for the region. The aim is to create a pool of strong and diverse aspiring and existing Executive Director talent that is big enough to fill Executive Director roles in the region. The pool will cover all Executive Director provider and CCG governing body roles.
- The Aspire Together: London Talent Pool is a resource for our future leadership talent in their search for their next career opportunity within London NHS organisations.
- It is also an easily accessible resource for NHS London organisations to source talent for Executive Director and governing body vacancies, engaging with the LRTB to access the Aspire Together Talent Pool and appropriate individuals in it, reducing the cost and time to hire for these positions.

Overview of the Nomination Process

Talent Pool Process Overview

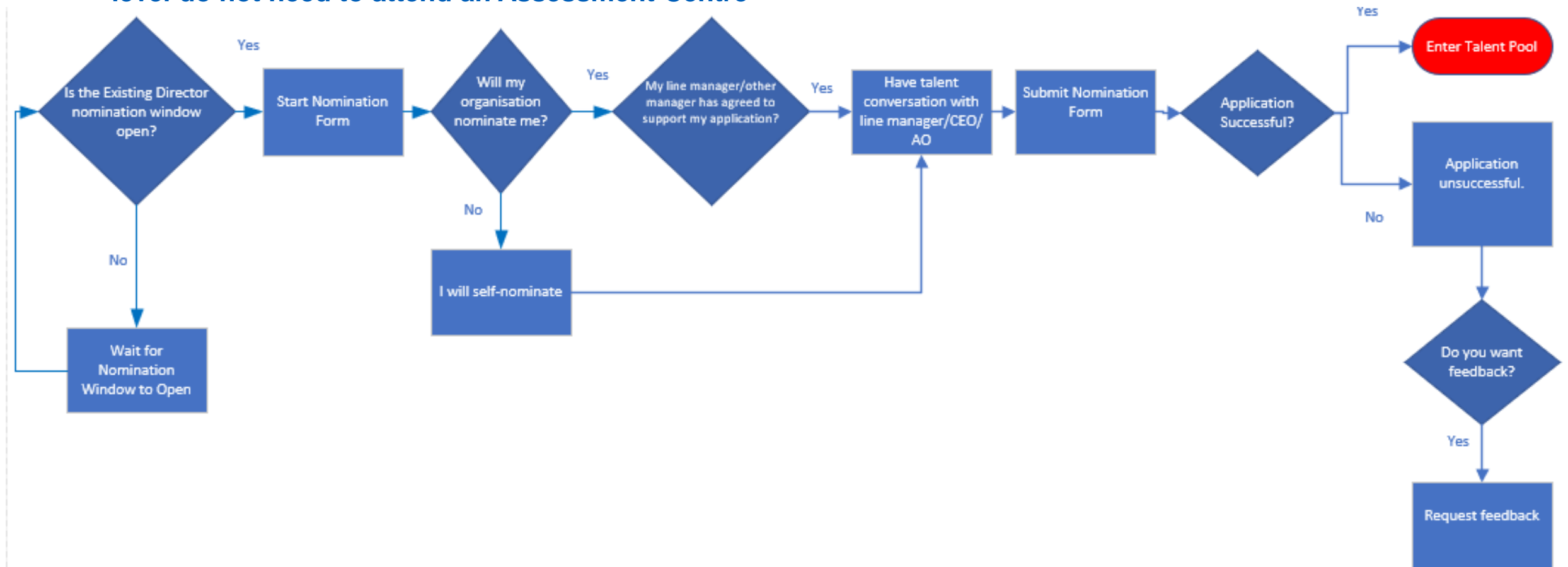
Regional talent pool process

Organisational appointment process

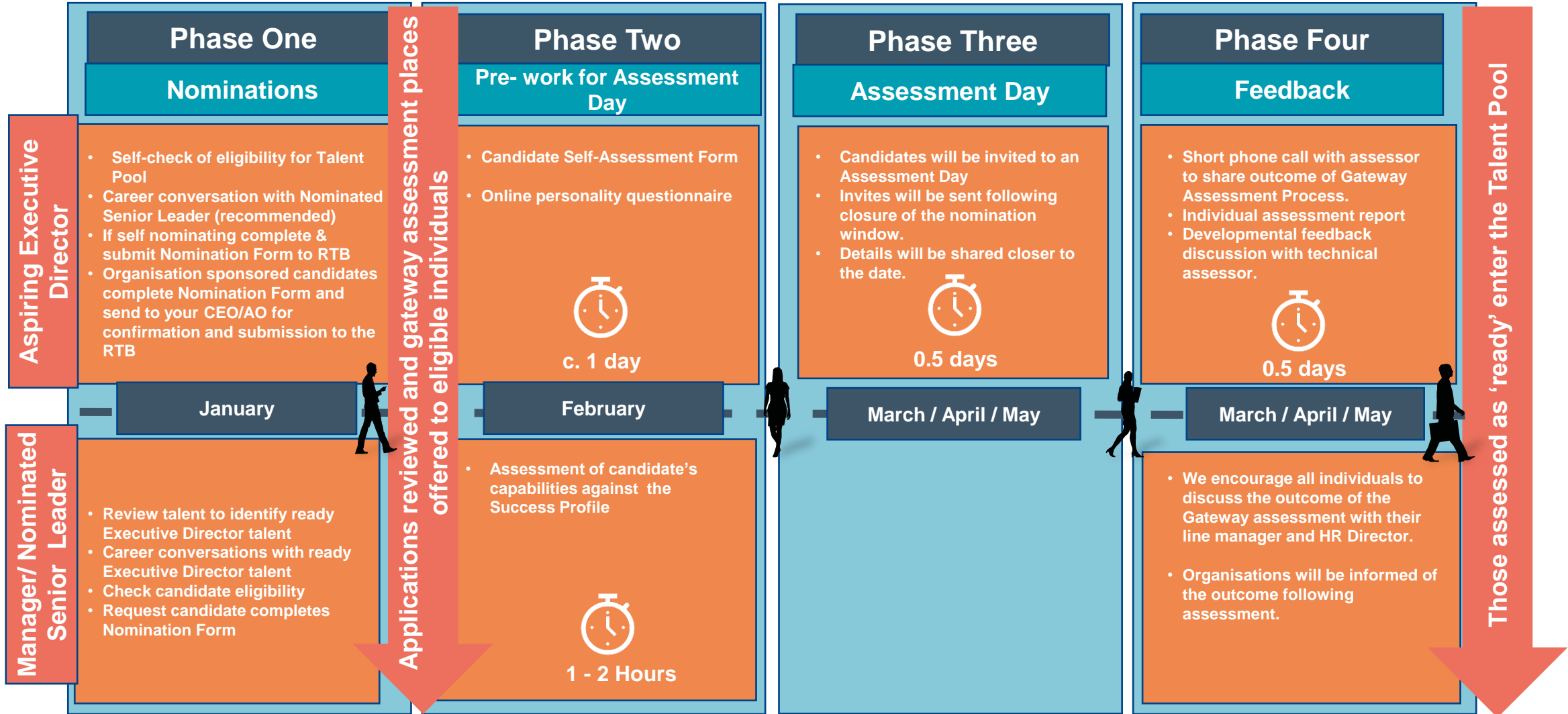


Existing Director Nomination Process

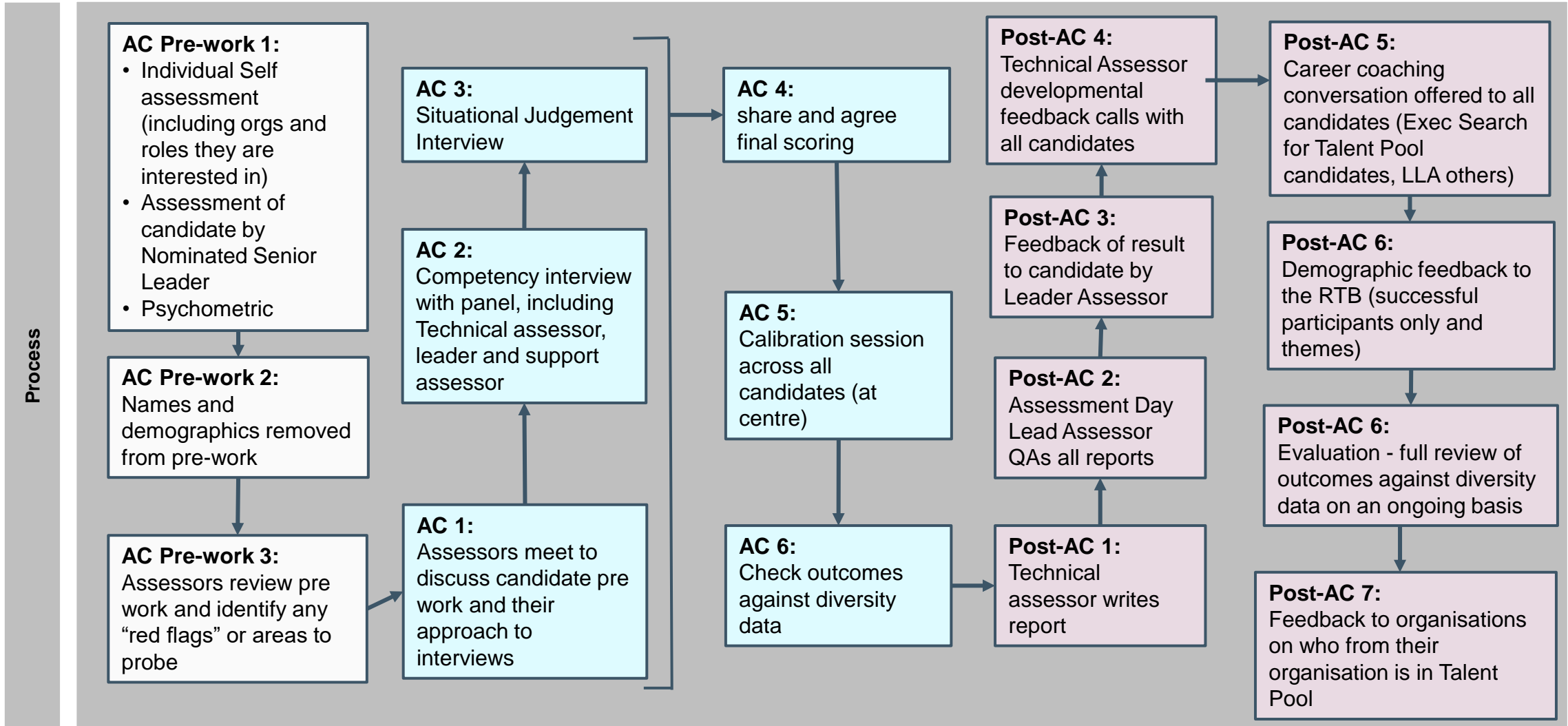
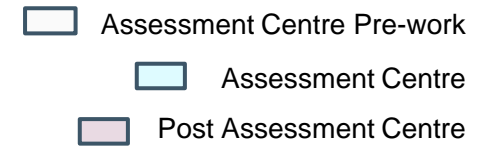
The nomination process for Existing Directors is an online form. Candidates already at Executive Director level do not need to attend an Assessment Centre



Nomination and Gateway Assessment Process Overview



The Gateway Assessment Process



Benefits of the Talent Pool



What are the benefits for individuals?

The Aspire Together: London Talent pool will be seen by all NHS organisations (in London and other regions) as appointable to executive director level vacancies and visibility for these opportunities is guaranteed.

All individuals who become part of the talent pool will receive:

- Visibility to senior leaders and organisations
- Appropriate next-steps, signposting to a range of appropriate development opportunities (depending on outcome) to support deployment and/or next steps
- Regional Talent Board staff will work on their behalf to proactively match Ready Now candidates with appropriate Executive Director roles, both within the region and nationally.
- Career Development workshops
- Online resource tool to develop own C.V. (and other materials)

What are the benefits for organisations?

- Currently, many NHS organisations find it challenging to fill Executive Director vacancies, the Aspire Together: London Talent Pool aims to help alleviate some of the challenges faced.
- The Existing Directors pathway into the Aspire Together: London Talent Pool is a resource for organisations to easily source talent for Executive Director vacancies. By accessing candidates from the pool who have already been benchmarked against the Success Profile organisations will know these candidates have the competences to work at Executive Director level in the NHS (for more details on the Success Profile please see the Aspire Together: London webpage)
- As well as looking at competences to work in the NHS now, the assessment also looks for future competences including system leadership and diversity and inclusion. Remembering that diverse teams make better business decisions, and the NHS 'top tiers' tend to be unrepresentative of the communities we serve – we aim to address this deficit by looking wide and deep for all potential talent.
- Accessing candidates from the Aspire Together: London Talent Pool will reduce organisational cost and time to hire for these positions. Organisations can easily engage with the London Regional Talent Board to access the talent pool and appropriate individuals in it by contacting aspire.togetherlondon@nhs.net
- Over time it is envisaged that this will be the prime source of executive talent and that this will become the default method by which organisations make their senior appointments.

For more details on the London Talent Board:

**For more details on the Existing Director pathway and the
Success Profile:**

**Any questions?
Please contact us at:**

aspiretogetherlondon@nhs.net