

# South East Talent Pools on one page

December 2019

## The NHS Aspire Together South East Talent Pools

- The Aspire Together South East Talent Pools identify new, upcoming and existing talent in a way that is fair, robust and transparent.
- They will help organisations to manage talent in a more collaborative, effective and strategic way across the system.
- The talent pools provide aspiring leaders with increased visibility and opportunities for progression.
- Individuals assessed as ready for an executive role will have their CVs shared with prospective employers.
- Individuals identified as needing further development, particularly those from under-represented groups, will have access to developmental support.
- The assessment process uses a nationally standardised approach, developed by talent experts. It has already been used in other regions with good feedback from both nominees and assessors.

## Current nomination window – open until 15 January 2020

- In this, the South East's first phase, nominations are open for aspiring chief operating officers and HR or people directors.
- Leaders may nominate their staff or individuals may nominate themselves.
- The Aspire Together team are also seeking assessors from across the region and inclusion advisers to support the process to be inclusive and free from unconscious bias.

## Find out more and get involved

- Full details of how to nominate, and how to become an assessor or inclusion adviser, are at [www.leadershipacademy.nhs.uk/setalentpools](http://www.leadershipacademy.nhs.uk/setalentpools)
- You can also join the conversation at [www.twitter.com/hashtag/aspiretogetherSE](https://www.twitter.com/hashtag/aspiretogetherSE)