

NHS High Potential Scheme

Information For Applicants



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Introduction

The NHS High Potential Scheme (HPS) is a new, innovative, 24-month career development scheme to help high potential, aspiring middle level leaders accelerate their career to senior 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 in 2020.

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

Applications are now open for those working in NHS funded roles across the Lancashire & South Cumbria ICS for the July 2020 intake.



Benefits of the High Potential Scheme

The focus of HPS is to tailor support specifically to your development needs as a potential senior executive leader, enabling you to move your career forward at a faster pace.

As a participant on the scheme you will:

- Work with a dedicated career coach to gain a deep insight into your leadership potential and career development needs. You will use this information to create a career development plan.
- Use your career development plan to identify the skills, behaviours and experiences you need to develop for the next step in your career and beyond.
- With the help of your career coach and a sponsor, build a programme of different experiences which will help you achieve your personal development goals. These will include projects, stretch assignments and work placements or role changes.

- Have access to cross-sector experience so that you develop a greater breadth of knowledge and understanding of healthcare leadership.
- Harness the skills required to create an inclusive and compassionate culture across health and care.



Who is the scheme for?

It's for you, if you demonstrate high potential and the interest to become a senior executive leader across health and care.

To be eligible you must be:

- In an NHS-funded role, based within the Lancashire & South Cumbria ICS.
- A middle level leader (Agenda for Change bands 8a-d, or equivalent in other pay structures, clinical or non-clinical).
- Interested in progressing your career to senior leadership roles, for example, board or governing body level.
- Ready and willing to learn and develop your leadership skills and behaviours.
- Able to demonstrate your compassionate and inclusive leadership values and style.
- Working towards one of the two career transitions identified for the High Potential Scheme – further details are on page 6.



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 will the scheme work for participants?

HPS is designed to help you develop the experience needed to progress your leadership career. You'll be matched with a career coach to help you gain a clear understanding of your aspirations, strengths and areas for development. Together you'll develop a career development plan which will guide the development you undertake during the two years.

Experience-based learning

A large proportion of your career development plan should include gaining the experience you need to help you progress to the next level, for example, undertaking stretching assignments/placements or secondments.

You will undertake at least two key experiences spanning several months during the scheme, and we'll assist in facilitating and identifying experience-based learning opportunities with you.

Developing relationships

The HPS will also offer you a chance to build new and lasting relationships across your ICS, including:

- Meeting with your career coach six to eight times to identify and review your career development goals.
- Meeting with a sponsor from within your own organisation on at least a monthly basis to share ideas, reflect and review progress on your experiences.
- Becoming an active member of a national virtual community of HPS participants and alumni, enabling you to access peer support and networking opportunities.
- Being encouraged to work with a mentor or buddy who can support you with specific development needs.

Formal learning

Over the two years, you'll attend four core workshops, with additional local workshops and learning events, to strengthen your learning in key leadership areas. For example:

- Leading inclusively and with compassion.
- Leading in an environment with complex systems.
- Career development - accessing tools.

You will be expected to keep a log during the scheme, and to graduate you'll be required to submit a final assignment capturing your reflections on your learning. Depending on your aspirations, you may also need to take part in a readiness assessment towards the end of the scheme.

And when the scheme ends, we'll keep supporting your development.

Commitment

It is anticipated that the experience-based learning component will be completed on either a full time or part time basis, of at least one day a week. During the two-year period, you will meet with your coach on six to eight occasions for two hours each session.

What are career transitions?

The High Potential Scheme will help you progress through one of two key career transitions. Each transition relates to the necessary step changes in experience, skills, knowledge and behaviours required for your progression from middle level leader to senior executive level.

To help you progress through your career transition, HPS offers two development streams:

Development stream one - if you are a leader moving towards managing a range of teams. Where roles could have a strong team leadership focus as a manager of managers or have a strong technical expertise focus. While roles could be manager of managers, they may also be senior technical experts.

Development stream two - if you are a leader moving towards leadership of a whole function or service. Where roles are likely to be leading part of a complex system, a smaller discrete system, service or complex programme area. There is likely to be a notable difference in the need to connect across service areas/functions to deliver successful outcomes for patients, citizens, communities or staff.

Further information about identifying your career transition and development stream will be provided during the application process.

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 your role while you complete an assignment.

Application process

Before applying, you'll need to seek the support of your line manager or another senior sponsor within your organisation, who will be required to support your learning and development throughout the scheme.

As part of the application process, both you and your sponsor will need to sign a copy of the High Potential Scheme terms and conditions.

Once your application has been submitted and your eligibility confirmed, you will be invited to complete an assessment of your leadership potential. This is a 90-minute online questionnaire and full details of how to take part will be sent directly to you.

How to apply

All key dates, access to the online application form, and supporting documents (including the terms and conditions and career transitions) are available via the Healthier Lancashire & South Cumbria website: www.healthierlsc.co.uk/HPS

Contact

To find out more about the High Potential Scheme please email healthierlsc.highpotential@nhs.net or call **Jessica Payne** on **07826 908655**.