

Workshop:

Coaching aspirant executives for career progression – what next?

Brief overview

This session will highlight three of the new tools emerging to enable advanced level coaches to support aspiring and existing executives in health and care to progress in their careers. You will receive some high-level updates on new Leadership Way and Executive competency framework as well as a little more in-depth understanding of the new Scope for Growth career conversation tool. This session is for Advanced-level coaches (ILM-7 and/or experience working with aspirant and existing executives), who wish to support their career progression.

Session Aims:

- Awareness and understanding on how the Leadership Way, Competencies and Scope for Growth impact our support for executives
- Developed understanding of the Scope for Growth tool in context of the other two
- Input into criteria in development for an executive career coaching faculty
- Discussion with other advanced executive coaches around the new tools and how to coach using them

Session Outcomes:

- Identify a number of coaches with capability and capacity to support aspirant and existing executives career conversations and preparation for transition
- Improve awareness and understanding of participants in the 'big three' (Way, S4G and Competencies)
- Agree a draft outline criteria for career coaching faculty

About the speakers/facilitators

Diana Finlayson

Regional Programme Lead for Talent, *NHSE/I South East*

In her role as the Regional Programme Lead, Diana enjoys working collaboratively with a diverse range of leaders in systems, organisations, groups and individually.

At the heart of her work is enabling all of us to rethink what Talent means and could be: the potential and possibilities so that there is equitable identification and development of diverse Talent including the best way to use this richness and difference.

Diana has an MBA specialising in HR and OD, is a qualified Coach and Mentor including Coaching for Inclusion and Career Coaching, HLM 360, ALS Facilitator, and a Talent Q Profiler.



Her curiosity continues to be about how she can positively influence and impact colleagues so that they can think well, feel more confident and empowered to be compassionate leaders and great role models

Fiona Rodden

Head of Talent, NHS England and NHS Improvement South East

I am a champion of inclusive talent practices that promote improvements in wellbeing, belonging and patient care.

I have worked in health for over 18 years in various capacities from service and strategic management, commissioning in NHS, community health and private practice.

I have focused on leadership, organisational development and talent management for the last decade. I've led design, delivery and evaluation of various leadership development and talent interventions.

I am an experienced executive coach (ILM7) and mentor, facilitator and GMTS alumni having started as a therapist in private practice. I hold a BSc in Integrated Health and MSc in Health and Public Leadership with a focus on the development of effective communities.

