

DISPATCH

SPRING 2025



Welcome

This is the first of our quarterly newsletters which we hope will help us connect with you, your teams and your organisation and system and enable further partnership and collaborative working in the South East region in the Talent and Leadership space.

The evenings are getting lighter earlier and the signs of new growth are appearing, which nicely leads us into sharing our new and emerging opportunities.

Meet the team

We are delighted to have a team in the South East with so much experience, knowledge and passion for the work we do.

[Meet our team virtually](#), if you haven't already, and do connect with us either directly or via the team shared inbox, email address:

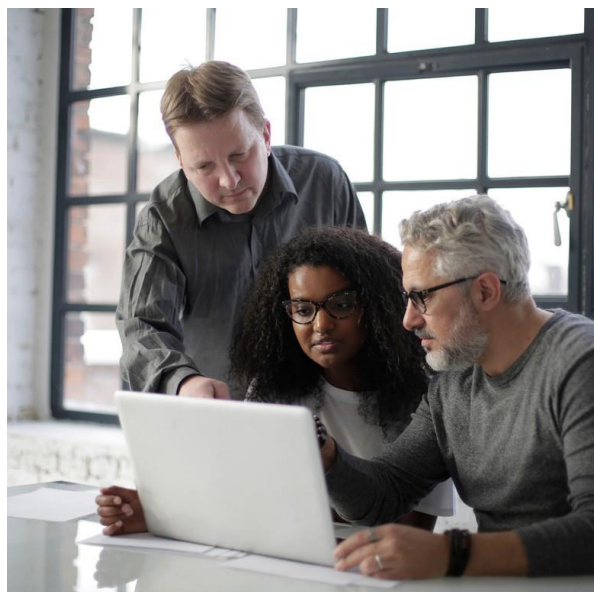
england.setalentandleadership@nhs.net.

Talent Identification and Mobilisation Approach (TIMA)

Pilot sites needed

TIMA is a methodology for identifying potential, creating talent pools and deploying aspirant talent built on global best practice.

The approach has been designed by NHSE regional talent teams to support organisations with develop a consistent approach to managing their talent with a focus on targeted development to enable mobilisation.



The approach is adaptable to any profession, role or level and can support organisations to develop talent pools wherever there is organisational need.

We are offering organisations in the region an opportunity to partner with us and test this new approach. To find out more and access an Expression of Interest to pilot please email Lucy.wyldewise@nhs.net.



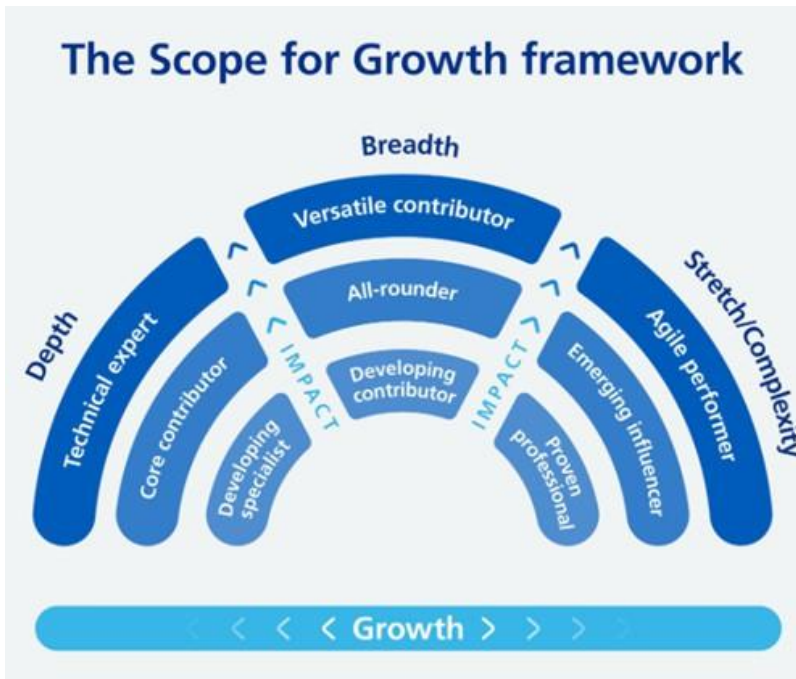
Succession Planning Community of Practice

With the renewed focus on succession planning, we are looking to step up a Succession Planning Community of Practice in the region to share resources, approaches and innovations and to drive this work forward collectively across the region.

If you are currently undertaking succession planning in your organisation or looking to step up this important activity, please contact Lucy (Lucy.wyldewise@nhs.net) to join the community.

Career Conversations

Following pilots, we are introducing Scope for Growth (S4G) an approach to career conversations. It supports personal growth and developing talent right across health and care. It is designed to provide a framework for high-quality, inclusive career conversations that help draw out an individual's aspirations as well as their potential. It is a person-centred approach in which individuals are supported and encouraged to take ownership of their own professional development through coaching-style conversations that prioritise well-being.



Scope for Growth conversations are owned by the individual and supports those who want to develop within their current role, as well as those ready for the next step in their career.

If you would like more details about S4G or would like a conversation about the model and learn from others' who have embedded the approach, please get in touch with Nicola via email: nicola.dagnall3@nhs.net.

Talent Timebanking

Talent Timebanking is a unique skills exchange platform where health and social care professionals can share expertise, learn new skills, and build meaningful connections.

By giving your time to support colleagues, you earn time credits to invest in your own professional growth, unlocking new opportunities and career development. Free to use and open to all, every member is valued equally, embracing diversity across roles, backgrounds and experience. **Join today** to develop your skills and share your expertise.

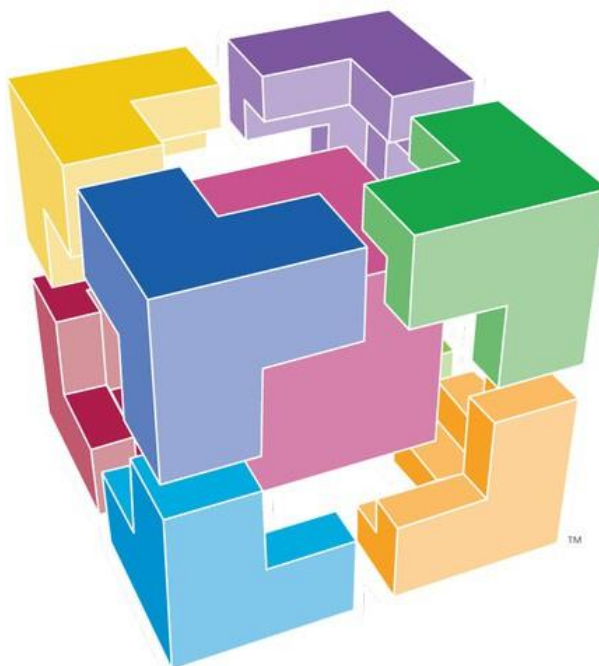
Talent Timebanking



Healthcare Leadership Model (HLM) 360 feedback tool Important Update

The HLM contract with Talogy is being reviewed. Any remaining credits with Talogy held by NHS organisations must be used before 25th of November 2025 as they will not be redeemable after. We understand how valuable 360 feedback is for leadership development and discussions are underway to procure a tool that aligns with the new Leadership and Management Framework. We remain committed to ensuring that a high-quality 360° feedback tool is available to support leadership growth across health and social care.

We will share updates as soon as more information becomes available. In the meantime, if your organisation needs information on credits you hold, or how to redeem them, please do contact Talogy directly via email: 360support@talogy.com.



Coaching and Mentoring

We continue our [coaching and mentoring scheme](#) and offers to healthcare staff in the region.

We also continue to provide [CPD and supervision](#) to our coaches and mentors.

Leadership Learning Zone

The NHS South East Leadership Learning Zone (LLZ) has eLearning modules complemented by training events and workshops to help you lead your team.

Modules include Systems and Relational Leadership, Leading Transformation for Integrated Care, System OD and Transformation, Leading Transition in Primary Care, Leadership Development and Leading a Multi-Disciplinary Team.

[Find out more about LLZ and register.](#)

Talent and Leadership Network

Connecting Talent and Leadership professionals across the South East health and care systems. Please join the virtual Talent and Leadership Network. Recent conversations have centred around: regional and national updates; Management and Leadership Framework; career conversations, sharing good practice and most importantly getting to know one another.

Upcoming meeting dates for 2025:

26 June, 25 September, 10 December and 26 February 2026. All dates 11:30-12:30.

To join or hear more please contact us via email:

england.setalentandleadership@nhs.net.



Management and Leadership Framework - Standards and Competencies Survey

Please share your feedback on the current iteration via the [survey](#) by 11:59pm on Friday 14 March 2025.

Career Development Resources

These are now available via the [NHS Learning Hub](#). This online platform includes career development resources which offer practical tools and resources designed specifically for Leaders to help support you in your career development.

We look forward to connecting with you over the coming year and do get in touch with any queries.

We hope that you enjoy Spring and all that it has to offer.

South East Talent and Leadership Team

Email:

england.setalentandleadership@nhs.net

[Sign up to our newsletter](#)