# 

Executive Support Offer

**A collection of offers available to support aspiring, new in post and established executives in systems and organisations**

**July 2022**

**NHS England and NHS Improvement**



**EXECUTIVE SUPPORT OFFER**

This document contains the currently available offers to support aspiring, new in post and established executive leaders. It covers offers from NHS England, NHS Confederation and others. If you are aware of any other offers that can be added in and shared please contact:

Ali Jennings (Head of Leadership and Lifelong Learning) via [england.selll@nhs.net](mailto:england.selll@nhs.net)

Fiona Rodden (Head of Talent) via [Talent.southeast@england.nhs.uk](mailto:Talent.southeast@england.nhs.uk)

**Current existing offers**

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| --- | --- | --- | --- | --- | --- | --- |
| **Level** | **Offer** | **Owner** | **Overview** | **Cost** | | |
| **Aspiring executive director** | Nye Bevan Programme | LEADERSHIP AND LIFELONG LEARNING | 12 month facilitated programme for those aspiring to an executive director or equivalent role in the next 2 – 3 years (on application)  <https://www.leadershipacademy.nhs.uk/programmes/nye-bevan-programme/> | £4,500 to participants (subsidised by the Academy) | | |
| Executive Director Pathway | TALENT MANAGEMENT | The Executive Director Pathway (EDP) is for those who demonstrate high potential and the interest to become an executive director on an NHS Provider Trust Board within the next 12–24 months, in any of the following roles or equivalent:  • Executive Director of Nursing  • Medical Director  • Executive Director of Finance  • Chief Operating Officer  • Director of Workforce/HR  <https://www.leadershipacademy.nhs.uk/executive-director-pathway-2/> | Free | | |
| **Aspiring non-executive director** | NExT Programme | TALENT MANAGEMENT | The 6-to-12-month programme gives a unique insight into the role and responsibilities of being an NHS non-executive director. Individuals join a trust board and act as a NED to gain insight in bridging knowledge gaps and ensuring better performance at any future NED interview.  <https://www.england.nhs.uk/non-executive-opportunities/improving-non-executive-diversity/next-director-scheme-supporting-tomorrows-non-executives/> | Free | | |
| **Aspiring executive director** | SE Talent Survey | TALENT MANAGEMENT | Completing a short talent questionnaire to help direct you to appropriate talent resources including online tools, resources, and workshops. [Talent Map survey](https://forms.office.com/r/hv9X57LVJR) | Free | | |
| **Recently appointed and existing executive directors** | Onboarding offer | LEADERSHIP AND LIFELONG LEARNING | Curated resources for newly appointed Chief Executive Officers can be found on the [senior leader onboarding website](https://senioronboarding.leadershipacademy.nhs.uk/). Includes websites, articles reports, papers, videos and podcasts around Executive competency areas  You can access the website [here](https://senioronboarding.leadershipacademy.nhs.uk/) | Free | | |
| Executive and Non-Executive Induction programme | NHS PROVIDERS | NHS Providers in partnership with NHS Improvement delivers an essential one-day induction programme specifically designed for new executive directors of NHS trusts and foundation trusts.  The programme has been developed to provide new board directors with a deeper understanding of their board role as part of a unitary board, and of the wider context within which the role is set.  <https://nhsproviders.org/development-offer> | NHS Providers **Member**: £295, **Non Member**: £355 | | |
| Exec Suite | LEADERSHIP AND LIFELONG LEARNING | The Executive Suite provides a range of opportunities for senior leaders to both access support and development for themselves and to aid them in also supporting the development of their staff over the coming winter months and into the future.  They are designed to support you to remain a resilient leader, continue to thrive in your role, and set cultures that value the importance of health and wellbeing.  <https://learninghub.leadershipacademy.nhs.uk/executivesuite/> | Free | | |
| **Recently appointed and existing non-executive directors** | Onboarding Offer | LEADERSHIP AND LIFELONG LEARNING | Curated resources for newly appointed Chairs and Non-Executive Directors can be found on the [senior leader onboarding website](https://senioronboarding.leadershipacademy.nhs.uk/), New to the NHS resources - [Governance, assurance and understanding the NHS](https://senioronboarding.leadershipacademy.nhs.uk/understandingthenhs/) and further resources for Chairs and Non-Executive Directors, the wider site Includes signposting, articles reports, papers, videos and podcasts around executive competency areas. You can access the whole website [here](https://senioronboarding.leadershipacademy.nhs.uk/) | Free | | |
| **Aspiring CEO** | Aspiring CEO programme | LEADERSHIP AND LIFELONG LEARNING | Currently under redesign for both assessment on to the programme and the content and delivery. Will be available for applications from autumn 2022  Applications will be on the national website  <https://www.leadershipacademy.nhs.uk>  info can be found at  <https://www.leadershipacademy.nhs.uk/?s=aspiring+ceo> | Free | | |
| **Aspiring Chair** | Aspirant Chair Programme | TALENT MANAGEMENT | The Aspirant Chair programme enables Non-Executive Directors to explore the different leadership styles and settings with relevant and robust governance in today’s NHS. The programme includes five national events, the allocation of a Chair mentor, exposure to a variety of Boards with reflective observations and mock Chair interviews.  [Aspirant Chair programme – NHS Senior Leadership Onboarding and Support (leadershipacademy.nhs.uk)](https://senioronboarding.leadershipacademy.nhs.uk/chairs-and-non-executive-directors/aspiring-chair-programme/) | Free | | |
| **First Time CEO Programme** | First time CEOs | NHS CONFEDERATION | Designed for senior leaders in their first CEO role. A space to come together for peer support and to discuss the challenges of being first time in the role  <https://www.nhscnfed.org/leadership-support/first-time-chief-executive-programme>  Meets bi-monthly contact for joining [Daniel.reynolds@nhsconfed.org](mailto:Daniel.reynolds@nhsconfed.org) | Free for members | | |
| **Recently appointed CEO** | Chief Executive Development Network (CEDN) | LEADERSHIP AND LIFELONG LEARNING | A self-directed network offering both development and peer connection for established and new CEOs. Content is member-led, meaning that offers can be agile, responding to and grounded in CEOs’ changing realities and priorities. Offers include 24-hour development events, transition coaching for new-in-post members and one-off masterclasses, speakers and panel discussions.  <https://www.leadershipacademy.nhs.uk/chief-exec-development/>  Email:  ceo@leadershipacademy.nhs.uk | Free | | |
| Recently appointed CEO action learning sets | NHS CONFED | 2-year programme of facilitated ALSs and events by ex-CEO Stephen Dalton  Introduction to Stephen Dalton via [ali.jennings@leadershipacademy.nhs.uk](mailto:ali.jennings@leadershipacademy.nhs.uk) | Free (funded via NHSEI to Confed) | | |
| Peer to peer support offer | LEADERSHIP AND LIFELONG LEARNING | A group of NHS Chief Executives have come together to form an impartial and confidential NHS Chief Executive peer to peer offer intended to provide individual one on one practical advice through a peer network of Chief Executives  <https://www.leadershipacademy.nhs.uk/chief-exec-development/> | Free | | |
| **Recently appointed Chairs** | Chair Development Network (ChaDN) | LEADERSHIP AND LIFELONG LEARNING | A self-directed network offering both development and peer connection for established and new Chairs. Content is member-led, meaning that offers can be agile, responding to and grounded in Chairs’ changing realities and priorities. Offers include 24-hour development events, transition coaching for new-in-post members and one-off masterclasses, speakers and panel discussions.  <https://senioronboarding.leadershipacademy.nhs.uk/chairs-and-non-executive-directors/non-exec-director-induction-programmes-development-collaboration-platforms/>  Email [chairs@leadershipacademy.nhs.uk](mailto:chairs@leadershipacademy.nhs.uk) | Free | | |
| **Established CEOs** | CEDN | LEADERSHIP AND LIFELONG LEARNING | A self-directed network offering both development and peer connection for established and new CEOs. Content is member-led, meaning that offers can be agile, responding to and grounded in CEOs’ changing realities and priorities. Offers include 24-hour development events, transition coaching for new-in-post members and one-off masterclasses, speakers and panel discussions  <https://www.leadershipacademy.nhs.uk/chief-exec-development/> | Free | | |
| Exec Suite | LEADERSHIP AND LIFELONG LEARNING | The Executive Suite provides a range of opportunities for senior leaders to both access support and development for themselves and to aid them in also supporting the development of their staff over the coming winter months and into the future.  They are designed to support you to remain a resilient leader, continue to thrive in your role, and set cultures that value the importance of health and wellbeing.  <https://learninghub.leadershipacademy.nhs.uk/executivesuite/> | Free | | |
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| **Disabled Directors Network** | Network | LEADERSHIP AND LIFELONG LEARNING | The Disabled NHS Directors Network was formed in October 2020 and is the national network representing NHS leaders with disabilities  In March 2021, Kate Smyth was elected as Co-Chair of the Network. For information contact Kate at:  [kate.smyth@lthtr.nhs.uk](mailto:kate.smyth@lthtr.nhs.uk) | Free | | |
| **Established Chairs** | ChaDN | LEADERSHIP AND LIFELONG LEARNING | A self-directed network offering both development and peer connection for established and new Chairs. Content is member-led, meaning that offers can be agile, responding to and grounded in Chairs’ changing realities and priorities. Offers include 24-hour development events, transition coaching for new-in-post members and one-off masterclasses, speakers and panel discussions.  Email [chairs@leadershipacademy.nhs.uk](mailto:chairs@leadershipacademy.nhs.uk) | Free | | |
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| **Aspiring ICB leaders** | Exec Suite | LEADERSHIP AND LIFELONG LEARNING | The Executive Suite provides a range of opportunities for senior leaders to both access support and development for themselves and to aid them in also supporting the development of their staff over the coming winter months and into the future.  They are designed to support you to remain a resilient leader, continue to thrive in your role, and set cultures that value the importance of health and wellbeing.  <https://learninghub.leadershipacademy.nhs.uk/executivesuite/> | Free | | |
| **Recently appointed ICS leader** | Onboarding offer | LEADERSHIP AND LIFELONG LEARNING | The senior leaders onboarding website is a set of curated resources for newly appointed Integrated Care Board Members. This can be included in ICB and regional onboarding offers.  [NHS Senior Leadership Onboarding and Support – NHS Senior Leadership Onboarding and Support](https://scanner.topsec.com/?d=99&r=show&u=https%3A%2F%2Fsenioronboarding.leadershipacademy.nhs.uk%2F&t=414c582c9aa6e1ebbb01b80b6c294cf11aa932f4)   The site includes websites, articles, reports, papers, videos and the [New to Integrated Care Board Playlist](https://scanner.topsec.com/?d=99&r=show&u=https%3A%2F%2Fsenioronboarding.leadershipacademy.nhs.uk%2Fworking-collaboratively%2Fnew-to-integrated-care-board-playlist%2F&t=f639f966c9a6f44fac3d469e7c8167e06ac3cab7) and webinars to support new Board Executive and Non-Executive Directors. Specific topic areas include setting strategy and delivering long term transformation; leading for social justice & health equality; driving high sustainable outcomes; governance, assurance & understanding the NHS; creating a compassionate and inclusive culture; Building trusted relationships with partners & communities. | | Free |
| New to ICB “playlist” | LEADERSHIP AND LIFELONG LEARNING | Curated new starter playlist of existing webinars and podcasts for new starters  <https://senioronboarding.leadershipacademy.nhs.uk/working-collaboratively/new-to-integrated-care-board-playlist/> | | Free |
| ICB Board Development Offer | LEADERSHIP AND LIFELONG LEARNING | The Leadership Academy core framework offer of ICB-ICP Board development and systems OD adaptable for all levels of ICS subsidiarity. Access via <https://senioronboarding.leadershipacademy.nhs.uk> | | Free |
| Do Once Do Well Podcasts | LEADERSHIP AND LIFELONG LEARNING | Newly commissions and collaborations with trusted partners to deliver a series of podcasts from May 2022 on foundation elements of ICB Board membership - finance, workforce, health inequalities & population health, leadership across systems and regulatory landscape.  <https://senioronboarding.leadershipacademy.nhs.uk/working-collaboratively/podcasts-and-webinars/> | | Free |
| ICS Webinar series | SCIE -  SOCIAL CARE INSTITUTE FOR EXCELLENCE | This webinar series looks at Integrated Care System (ICS) development, including the information, guidance and tools being prepared for publication as part of the NHS England and NHS Improvement ICS Implementation Programme; and sharing good practice and learning.  <https://www.scie.org.uk/integrated-care/delivering/nhs-england-webinars> | | Free |
| ICB Network | NHS CONFEDERATION | Network run by NHS Confed bringing together ICB leaders nationally  <https://www.nhsconfed.org>/ics/about-ics-network | | Free for members |

**ADDITIONAL SUPPORT**

**From NHS Confederation:**

Resources, toolkits and publications : <https://www.nhsconfed.org/ics/ics-network-resources>

**From NHS England – The Systems Transformation team have created infographics, videos etc**

<https://www.england.nhs.uk/integratedcare/resources/working-together-for-better-health-and-care-introducing-icss-campaign/>

**From the Academy: sel.leadershipacademy.nhs.uk**

* Inspirational Podcasts <https://www.leadershipacademy.nhs.uk/leadership-listens-podcasts/>
* Coaching/Executive coaching/Career coaching and Mentoring support: [NHS South East Leadership Academy : Coaching and Mentoring Register](https://coachingandmentoring.se.leadershipacademy.nhs.uk/?_ga=2.257092427.1305007168.1658809073-1935049501.1620725773)
* Bespoke development can be facilitated.

Email [england.selll@nhs.net](mailto:england.selll@nhs.net)

**In the planning stage with NHS England through the national Team:**

* Better support to navigate the existing offers, following feedback that navigation is needed, not more new offers.
* Evidence for the effectiveness of the national offers, published evaluations.
* Looking at the need of place-based leaders. To date, emphasis has been on the most senior leaders.
* The new menu of System Development support offers from System Support will be ready in August 2022.

**Kings Fund**

The Kings Fund has a number of thought pieces on ICB and ICS development.

<https://www.kingsfund.org.uk/search?search=ICB+development>

Plus a guide to how the NHS and systems are organised.

<https://www.kingsfund.org.uk/audio-video/how-does-nhs-in-england-work>

**Contact emails**

For Leadership: [england.selll@nhs.net](mailto:england.selll@nhs.net)

For Talent Management: [Talent.southeast@england.nhs.uk](mailto:Talent.southeast@england.nhs.uk)