

Board Development Offer - Midlands ICB Clusters

26/27

NHS Midlands People, Talent and Culture Team



Board Development offer - ICB Clusters

The NHS 10 Year Health Plan sets out the need to reposition ICBs as strategic commissioners to support the three shifts and the ICB Blueprint emphasised the need to merge functions and demonstrate leaner governance by clustering ICBs.

In order to support this change, we have added an additional strand to our Board Development offer which supports the very senior leaders of clustered ICBs through and beyond this significant transformation of their organisations and services.

This is explained in more detail on the following sections;

1. Bespoke support offer to ICB VSMs affected by change
2. Chair and CEO executive partnership coaching offer
3. ICB Cluster board – team development
4. Executive coaching along your journey





1. Bespoke support offer to ICB VSM's affected by change

Our evidence-based support offer is available to Chairs, CEOs and Executive Directors along their journey to clustering and we start our offer with connecting all ICB VSM colleagues affected by the change, to our bespoke support offer.

This offer will help you with: -

- Applying for a cluster role
- Support you with considering your future career
- Help you when you have successfully gained a role
- Support you if you are displaced through this transformational change

1. Bespoke support offer to ICB VSM's affected by change



Scoping session with ICB Cluster SRO lead to understand timeframes, any specific issues and sensitivities (45 mins) – *August and September*



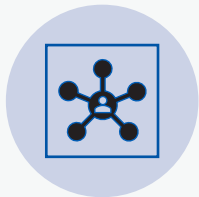
Practical 1-2-1 career support for those affected by change to include Expression of Interest support, CV review, interview preparation and practical career conversations – *from end of August*



Executive career transition coaching by trained external coach(es) experienced in working with executives (up to three 1-2 hour sessions) to *access between September and March*



Workshops / information and guidance on exploring **diverse career pathways, entrepreneurship and consultancy** – *October onwards*



Signposting to services such as IMAS to access available **interim/secondment opportunities** and setting up as a consultant – *available now*.



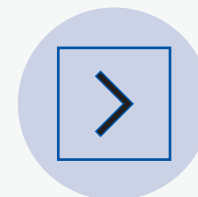
Executive level career resources including information on executive search, Non-Executive opportunities (for those wishing to explore portfolio careers) and business start-up support services – *October*



Vacancy sharing of all NHS VSM posts issued on a weekly basis to ICB CPOs – *August/September*



Access to the **Regional Support Offer** open to all ICB and NHSE colleagues impacted by change. More information detailed in the slide pack. *Available now*.



Signposting to specialist outplacement support services for more comprehensive and tailored executive outplacement support. *Available now*.

2. Chair and CEO executive partnership coaching offer

A newly appointed Chair and CEO will want to spend focused time together to start to plan for their new board and their clustered organisations – their first 100 days will be a priority, and we are here to support this focused time with an expert executive coach/facilitator.

Our commissioned experts in this field will offer coaching support to help you develop a plan, whether that be to consider the desired shared values and behaviours of the board, ways of working, how to build trust or to start to design your Mission, Visions, Purpose and Objectives.

Our offer will be one full day's support broken into 2-hour sessions, either face to face or virtually via teams.





3. ICB Cluster board – team development

Our offer is available to support Chairs, CEOs and Executive board Directors of the newly formed Midlands ICB Clusters. Our development offer will help build lasting trust between team members, enable them to support and challenge each other whilst maintaining psychological safety at all times.

As well as building lasting trust, a set of shared values, behaviours and ways of working will be developed and we can also support you to focus on Mission, Vision, Purpose and Objectives to set the new clustered ICB board on track.

Our focus is on board dynamics, whilst you gain support from other sources to help you with the mechanics of your new board; governance, finance, performance etc.



What we will help you achieve

- Getting to know yourself and each other
- Building lasting trust and psychological safety
- Agreeing a shared set of values and behaviours along with ways of working
- Be able to have constructive challenge as a board
- Start to shape your Mission, Vision, Purpose
- First 100 days objectives plan

We will offer you 1 day per month for 4 – 6 months through our organisational development faculty, along with consultancy time, design, check-ins and evaluation.



4. Executive coaching along your journey

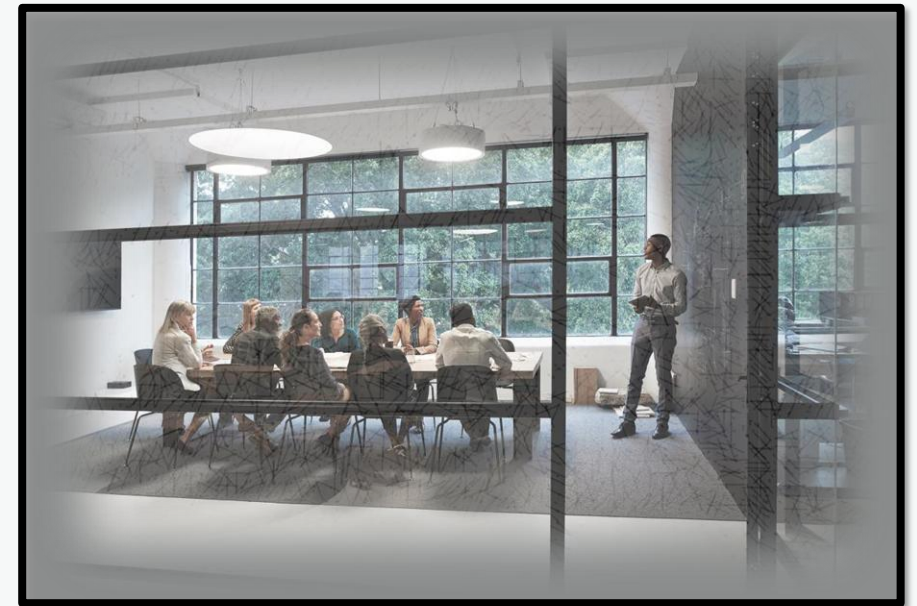
Our expert executive coaches are available for you and your board members along this journey and there are many milestones where we would encourage them to tap into this supportive offer:

- Applying for roles
- Considering your career
- Finding yourself displaced – what next for me
- Leading a cluster – how do I plan for this
- You need a confidential space to share your thoughts and consider your options

What next?

Our existing 3-tier board development offer and our newly designed ICB Cluster Board development are in place to help our NHS Boards through all differing levels of maturity and challenges they come across.

Please do get in touch to discuss your requirements with our experienced team, who will confidentially support you to chose what best meets your current and future needs from our menu of offers.



Thank You