



England

Board Development Offer

2026/27

NHS Midlands People, Talent and Culture Team



NHS Midlands People, Talent and Culture Team

About Us

At the NHS Midlands People, Talent, and Culture Team, we are deeply committed to nurturing and empowering leadership to meet the evolving needs of our healthcare landscape. Our dedication to exceptional leadership opportunities stems from our core mission: to support NHS leaders and drive sustainable, inclusive development. Whether navigating turbulent times or aiming for transformative change, our board development offer is designed to inspire and guide your journey.

Our offer is aligned with the NHS People Plan and the Midlands Equality, Diversity, and Inclusion Strategy. We work closely with the 11 Integrated Care Systems (ICS) across the Midlands to ensure that every organisation has the leadership tools to succeed.

We work closely with our national teams and providers to offer access to digital and localised support, ensuring we meet your needs with compassionate, authentic, and inclusive leadership.

Board Development Offer

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Why Our Board Development Offer is the Solution For You?

The NHS Midlands People, Talent, and Culture Team offers a bespoke consultancy service specifically designed for Integrated Care Boards and NHS provider organisations across the Midlands. Our approach is not just about providing support but strategically directing it where it is most needed to drive maximum impact.

Our Board Development offer consists of multiple components with equal value, ensuring that all elements work in harmony and create a cohesive and effective support framework. EDI will be an essential component of our offer and we will support you with this.

The People, Talent and Culture consultancy service and expertise are provided at no cost to NHS Midlands organisations while some of our interventions are fully funded, others may require match funding or full financial support from the organisation. Adopting a tiered approach ensures fairness, openness and transparency to making an impact where it is most needed.

Tier One



Tier One



CONSULTANCY

1:1 senior leadership consultancy from the people, talent and culture team tailored to your needs to guide you through our offer.



MENTORING

Access to mentoring support.



COACHING

Executive coaching for personal and professional growth.



ONBOARDING

Signposting to national onboarding offers for senior executives.

Tier One (continued)



PROFILING

Individual psychometric profiling to understand strengths and areas for growth.



TALENT POOL

Signposting to our talent pool for aspiring CEOs and chairs.



360-DEGREE FEEDBACK

Access to the healthcare leadership framework model.



LEADERSHIP LEARNING ZONE

Access to leadership learning zone linked to leadership competency and fitness frameworks.

Tier Two

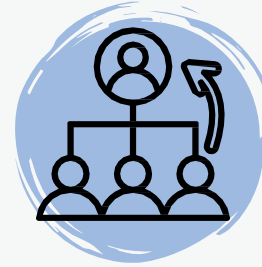


Tier Two



ACCESS TO TIER ONE

Full access to all Tier One offers.



SUCCESSION PLANNING

Succession planning to ensure leadership pipeline strength.



CONSULTANCY

Consultancy service with a senior team of subject matter experts.



TALENT READINESS

Talent readiness assessments to prepare your team for future growth.

Tier Two (continued)



DIAGNOSTICS

Board development diagnostic and full report.



IMPROVEMENT

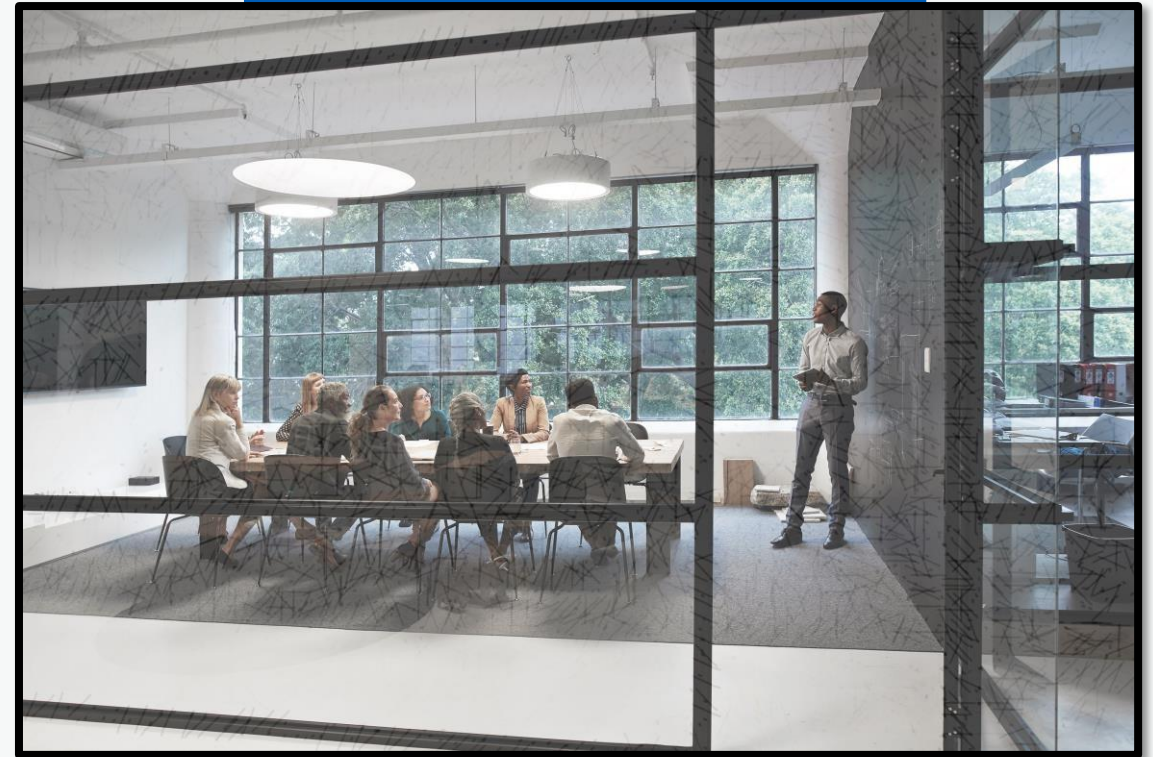
Improvement workshops run by NHSE quality teams, targeting areas of relevance and focus.



WORKSHOPS

Access to bespoke workshops to support your diagnostic outcomes

Tier Three



Tier Three



ACCESS TO TIER TWO

Full access to all Tier One and Two offers.



INTERVENTIONS

Board interventions in alignment with diagnostic outputs, to tackle underlying issues around culture, working relationships and team cohesion.



DIAGNOSTICS

Comprehensive board development diagnostic and full report.



SYSTEMS LEADERSHIP

System leadership development for boards.

Partners



Faculty of Providers

We work with highly skilled board facilitators to provide this executive level support.

Thank You



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<https://midlands.leadershipacademy.nhs.uk/>