

## Our Framework For Action 20-21

**To Work with partners to influence cultural change within NHS Wales through building compassionate and collective leadership capacity at all levels:**

*Click the deliverables below to read more about our framework for action 2020-2021:*



Lead the implementation of the Health & Care Leadership Strategy through the NHS Wales Compassionate and Collective Leadership framework for action



Lead the implementation and management of the NHS succession planning framework for Tiers 1 -3 and monitor progress



Lead the implementation and management of the Digital Leadership portal



Lead the establishment and management of a Wales Leadership alumni and range of leadership networks



Lead the adaptation, development and implementation of leadership programmes and resources for clinical leaders from a range of professional backgrounds

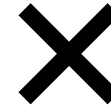


Lead the review, improvement and re-launch of the NHS Wales Graduate training scheme



Lead the development, implementation and management of the new NHS Executive Collective and Compassionate Leadership programme

## Lead the implementation of the Health & Care Leadership Strategy through the NHS Wales Compassionate and Collective Leadership framework for action



Drive the implementation of the framework for action through extensive, marketing and engagement.



Develop and promote a cultural assessment tool that reliably measures compassionate and collective culture and behaviours within organisations.



Review and promote a range of existing evidence-based culture and leadership tools aimed at creating cultures of collective leadership across organisations and teams.



Create a network of Collective Leadership Champions to support implementation and development/use of resources.



Provide annual leadership conferences and learning events aimed at enabling widespread adoption of best practice.



Influence and support the implementation of undergraduate leadership modules (embedded with quality improvement and digital leadership) across the curriculum.

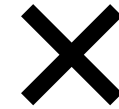


Commence the curation of 'manager core skills' resource hub that promotes inclusivity and equips managers with essential and portable management skills that compliments local management development programmes.



Review and update the NHS Wales manager competence framework

# Lead the implementation and management of the NHS succession planning framework for Tiers 1 -3 and monitor progress



Develop a map of prioritised senior leadership positions for succession planning.



Provision of a Talent Summit for identified talent to enable the co-design of an inclusive talent management process and leadership development framework.



Support identified talent through provision of a series of master classes that supplement experiential learning opportunities and Academi Wales senior leadership programmes.



Develop the specification and commence the procurement process for a national talent management solution.



Review and refresh existing leadership competence, behaviours and values frameworks to create 'success profiles'.



Develop an inclusive process for senior leadership talent identification that includes positive action schemes, assessment / development centres and a leadership development framework.

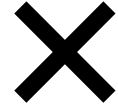


Develop a marketing and engagement plan to promote the senior leadership talent and succession planning strategy and development frameworks.



Promote the establishment of student leadership academies across all Wales universities that enable progression to leadership networks and talent pools.

# Lead the implementation and management of the Digital Leadership portal



Commence the curation and establishment of a Leadership resource library that provides evidence-based resources that reflect the leadership strategy and support compassionate and collective approaches.



Develop and implement an operating model for the digital portal for wider implementation across HEIW and NHS Wales organisations.



Brand and extensively market the HEIW Digital Leadership Portal.



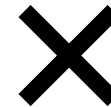
Manage digital leadership portal accounts and queries, whilst maintaining and developing the portal in line with user feedback.



Promote the HEIW leadership programmes and link to leadership and management development opportunities across Academi Wales and NHS Wales Health Boards and Trusts.



Utilise the portal for managing conference events, master classes etc to reach diverse audiences.



## Lead the establishment and management of a Wales Leadership alumni and range of leadership networks



Create a collective leadership network providing opportunities for a diverse range of individuals to become actively engaged in promoting and supporting the leadership agenda across NHS Wales.



Create a range of alumni networks to support existing leadership development cohorts.



Provide a series of leadership master classes, webinars, networking events, online videos and resources.



Supporting leaders to create resilient teams and services driven by transparency, honest reflection and shared vision



Influence the establishment of student leadership academies within all Wales universities that promote access to NHS leadership networks and alumni.



Secondary Care: Establish a leadership alumni and establish collaborative network of trainee leadership roles.



Pilot and evaluate a trainee leadership network meeting/event and review existing wellbeing strategy/courses.

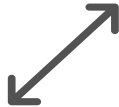
# Lead the adaptation, development and implementation of leadership programmes and resources for clinical leaders from a range of professional backgrounds



Review and relaunch the medical leadership programme inherited from Academi Wales to open it up to all clinicians.



Establish the infrastructure to run the programme.



Expand the Welsh Clinical Leadership Fellows scheme to include placements for optometrists; review the potential to expand to other clinicians in future years.



Scope the clinical leadership offer across Wales, identifying gaps.



Support primary care clusters to develop leadership capacity through a range of bespoke leadership and quality improvement modules.



Support a range of experiential leadership opportunities including coaching and mentoring.

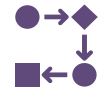
# Lead the review, improvement and re-launch of the NHS Wales Graduate training scheme



Research best practice models to re-establish and re-launch the NHS Wales graduate leadership scheme.



Develop the component elements of the graduate programme including masters qualification and placements.



Establish the operating model for the graduate scheme.



Identify / train a range of mentors and coaches to support the graduates during their placements.

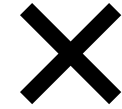


Develop a marketing strategy and engagement plan to attract graduate applicants to the NHS Leadership scheme.



Develop an inclusive recruitment, assessment and induction process

# Lead the development, implementation and management of the new NHS Executive Collective and Compassionate Leadership programme



Develop a suite of inclusive executive leadership development offerings, digital resources and networks.



Provide national executive leadership development programmes, underpinned by collective and compassionate approaches.



Support a range of experiential leadership opportunities including coaching and mentoring.



Develop a suite of alumni masterclasses that enable learning from experts, industry and other public-sector bodies.



Harness talent, maintain visibility and provide continued support to aspiring and existing talent so they are not lost within the system and can remain current and engaged through utilising of a digital talent management solution.