**Health and Care Leaders - 2025 Leaders programme**

**CEO Supporting Statement Form**

The aim of the 2025 Leaders programme is to identify and develop the next generation of Chief Executives and Executive Directors to lead the health and care system at a national level through the ALBs/Department of Health and Social Care. As a Chief Executive/Director General you are being asked to support the application of one of your employees as detailed below. Please complete one form per nominee.

**Your nominee will also need to submit this form, along with their CV and personal supporting statements on their** [**NHSx application**](https://nhsx.uk/programmes/health-and-care-leaders-2025-leaders)**.**

**You should also ensure that you keep a copy of the submission(s) and bring it with you to the HCLS Senior Talent Board on Wednesday 31 July 2019 to inform discussions about the third cohort of the 2025 Leaders programme.**

When making your supporting statement please consider the following:

* Inclusion and diversity - who might have the potential to progress and offer difference at this level? How can you create a different sort of leadership for the future that is more representative of the workforce and population?
* Don’t attach too much importance to current hierarchy within your organisation. Think about **who has the potential to be an effective Chief Executive in one of the ALBs or a Director General in the next three years or take up an Executive Director post in one of the larger ALBs in the same time period.**
* Why are you supporting this person? Is it for stretch development? Do they have the capacity to go further? Do you think this person is able to lead the system effectively beyond the next general election? Do they want to? This programme will not deal with performance issues.
* For HCLS we use a 9-box talent grid to assess individuals. This is a useful tool to help identify talent by assessing (current) performance and (future) potential. Your nominees must be considered either “excellent” (top middle box), “high potential” (top left box), “strong” (middle right box) and “good” (middle box) to qualify. Talented individuals demonstrate the highest potential to go furthest and fastest within the organisation than their peers. This means people who have the potential to perform at the levels set out in the [Indicators of Potential](https://www.leadershipacademy.nhs.uk/download/23751/).

|  |  |
| --- | --- |
| **Name of nominee:** |  |
| **Current position:** |  |
| **Possible next role, type of organisation and length of time to secure it:** |  |
| **Email:** |  |
| **Tel:** |  |
| **9-box grid rating:** |  |

As part of any talent management process, it is vital to discuss and agree the career aspirations and potential to progress of the individual concerned, otherwise you cannot be sure of what they really want or believe they can achieve; both defining aspects of ‘potential’. Therefore, before deciding on any nominees from your organisation, either you or the line manager of the nominee (if this isn’t you) *must* set aside some time to discuss their aspirations, how the development programme might fit with these, the challenges they are currently facing and the outcomes, both personally and organisationally and what they would wish to derive from their participation in the programme. You might already have up-to-date placements for all your Directors on the 9-box grid. If not, you will need to ensure that you or the appropriate line manager make this conversation a broader career discussion to inform an agreed placement for the nominee on the 9-box grid.

Following this discussion, please ensure you complete each of the six questions below as well as the signed declaration to support your nomination.

1. **Evidence to support the nominee’s 9-box grid rating with specific reference to the indicators of potential – aspiration, engagement, ability. (Maximum 250 words)**
2. **Why do you think that this nominee is right for this programme and this programme is right for the nominee? Eg. what additional learning are you hoping they will gain from the programme? What will their cohort gain from their participation? (Maximum 250 words)**
3. **What are the three most significant challenges the nominee is currently facing in their work – at personal, team or organisational level?**
4. **What impact would you expect to see on the nominee’s performance as a result of undertaking this programme? You might want to consider any specific capacities and capabilities the nominee hopes/needs to develop by undertaking the programme. (Maximum 250 words)**
5. **What plans has the nominee put in place to ensure they are able to embed and reinforce their learning in their current role? (Maximum 250 words)**
6. **How will you support this nominee and specifically, how will you make the time and space for participants to fully take part in the programme? (Maximum 250 words)**
7. **Is there anything else you want to add in support of this nominee? (Maximum 250 words)**

**Declaration**

Applications for this programme require the support of you as the applicant’s Chief Executive/Director General. Or in the absence of a Chief Executive, the Chair or Accountable Officer of the employing organisation.

With your signature on this form, as the Chief Executive/Director General and therefore the employing organisation, you confirm that, should the applicant be successfully accepted onto the programme; you fully support the applicant to take part and agree to make the necessary work-place arrangements for the applicant to attend all the face-to-face elements and agree any study leave the applicant needs to complete the required study time. Additionally, the participant will be supported to apply their learning within the organisation.

If successful, the cost of the programme (between £10,979.18 and £16,753.30 depending upon final cohort numbers) is to be paid fully before the start of the programme by the organisation. If, having accepted a place, the applicant either fails to start or fails to complete the programme for any reason other than for a reason that the NHS Leadership Academy (in its absolute discretion) determines is an extenuating circumstance, the organisation will not be entitled to a refund.

|  |
| --- |
| **Applicant name:** |
| **Signature:**  **Date:** |
| **Chief Executive/Director General name:** |
| **Signature:**  **Date:** |
| **Email address:**  **Telephone:** |
| **Organisation:** |

Thank you for your time in completing this nomination.