

Midlands and East RTB Career Mentor Programme

For Information

As you will be aware the Midlands and East RTB aims to identify colleagues in the NHS that are ready for Executive director board and governing positions through a nomination and assessment centre process.

Following the Pilot Cohort, we are currently in the process of designing a support offer for candidates that aren't yet ready to enter the talent pool as part of this process. One of the offers in development is access to senior level executive mentoring as this has been a key theme that has been received via candidate feedback.

The Offer

We would like to invite RTB members and/or members of their executive teams from across Midlands and East to develop talent for the future by participating in the 'Midlands and East RTB Career Mentors Programme' and becoming career mentors who provide experiential learning opportunities for future senior leaders.

More specifically to work with the 'ready soon' RTB candidates who have come through the Midlands and East RTB aspirant directors' scheme to support the development of our emergent talent pipeline. The programme will be aligned to both the long-term plan and the interim people plan in relation to its talent management aspirations and promotion of inclusion and diversity at board level.

The Programme

We are looking for a range of senior executive participants across a number of professions from across the Midlands and East region. Participants will be asked to support the bespoke design of the programme (based on the proposed objectives below) via a short phone call with the provider, to attend one days training - either Cohort 1, Cohort 2 or Cohort 3 and one joint cohort day (dates below). There is capacity for 15 participants on each cohort, which have been arranged across the Midlands and East geography to support a regional approach to this programme and support offer.

- Participant design call with the provider, People Opportunities (September/ Early October for Cohort 1 and Cohort 2, November for Cohort 3)
- Cohort 1 Wednesday 20th November at Trent Vineyard, Nottingham
- Cohort 2 Monday 2nd December in the East of England
- Cohort 3 Tuesday 21st January 2020 in the West Midlands
- Joint Cohort Day Tuesday 31st March 2020 at Trent Vineyard, Nottingham

The programme objectives are:

1. Explore what mentoring and career mentoring means through an inclusion lens, including the links between mentoring, talent and career management.
2. Consider how mentoring can be used to support 'fit for future' leaders in the NHS and discuss the development themes identified through the RTB assessment centres.
3. With a focus on career conversations, explore and develop the mentoring skills that Executive leaders need to effectively mentor 'fit for future' leaders in the NHS and in support of the RTB.
4. Identify areas of current strength and development needs to mentor at a senior level, against an executive mentor profile.
5. Explore how mentors can take an inclusive and proactive approach to promote and support diversity at board level using their mentoring skills.
6. Support participants in developing a network and identifying a range of experiential opportunities for their mentors from across the system

Applying for a Place

- Request an application form and equal opportunities monitoring form by emailing eastmidlands@leadershipacademy.nhs.uk
- **Complete the application form** and return it to your local academy lead below **by Friday 20th September 2019**.

East Midlands & West Midlands
Hayley Gosling
Hayley.gosling@leadershipacademy.nhs.uk

East of England
Matina Triantafyllou
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- Complete and return your **Equal Opportunities Monitoring Form** directly to your local academy lead by **20th September 2019**. This form is not mandatory, however the information you provide will help us to monitor progress towards achieving an executive mentor pool which is representative of the population we serve.
- Following receipt of your application form the Leadership Academy will be in contact with you/your PA to confirm a place on the programme and schedule in a participant design call, due to take place later in September/ early October or November 2019.

Further details and enquiries

- Further details about Aspire Together, including information relating to the Midlands and East Regional Talent Board can be found [here](#).
- To make an enquiry about the programme please contact Hayley Gosling - Hayley.gosling@leadershipacademy.nhs.uk