

32nd EURO NURSING AND MEDICARE SUMMIT

October 26-28, 2017 | Paris, France

Development of a Region-wide Director of Nursing talent pipeline scheme in England

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Recognising the need to develop executive nurse leaders for future integrated working across the NHS in England, a region-wide talent pipeline scheme has been tested. The single, system-wide approach builds on existing good practice, tools and programmes. Talent pipelines include midwives, associated healthcare professionals (AHPs) and deputy directors of nursing from all relevant health and care settings. The approach removes unnecessary development time and costs, helps develop a common language and approach across the health and care system to create consistency, maximises potential resource pools, embeds best practice and collaborative leadership and supports the transition to new Director of Nursing appointments. Talent management is integral to the success of all health and care organisations; it ensures system-wide resilience by identifying, developing and deploying high potential future leaders from a diverse pool. This involved collaborative working between NHS Improvement, Health Education England and NHS England. Following a survey and engagement events across the region the scheme opened for applications, receiving in excess of 60 applications. Following shortlisting and assessment panels a cohort of 28 deputy directors or equivalent attended a launch event in November 2016 where the bespoke development programme was co-designed. A series of development and experiential learning opportunities has been developed and accessed over the course of the year, with a Regional Talent Board overseeing deployment for these prospective directors. The Talent Pipeline Scheme is aligned with national talent management strategies and a robust evaluation is being progressed, with a view to informing talent management in nursing throughout England.

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