

# Developing Future Senior System Leaders

## Accelerated Director Development Scheme

Investing in the right development can be transform for you and your career. The Accelerated Director Development Scheme (ADDS) is a unique partnership between health and care organisations across Hertfordshire and west Essex ICS, designed to identify, develop and accelerate the careers of high potential leaders to senior system leader roles within 9-24 months.

ADDS brings together leaders from across the ICS providing a wide offering of individualised and stretching system leadership development opportunities. The scheme seeks equity of opportunity and diversity amongst the participants.

### Is ADDS for you?

ADDS is for you if you are an aspirant senior system leader currently working one level below board typically at band 8C and above or equivalent across health and care.

### And have the following :

- Ambition and motivation to commit to your leadership development and career progression.
- Commit to undertaking every stage of the programme
- Commit to undertaking the opportunities ADDS has to offer



### Purpose and Context

The purpose of ADDS is to:

Develop senior system leaders to lead organisations in the Hertfordshire and west Essex Integrated Care System to:

- Create a health and care system fit for the future, with services designed and transformed to join up around the people who use them
- Make changes that will benefit everyone who lives and works in our area
- Align to the 4 Pillars of the NHS People Plan
- Create a sense of belonging to the NHS and care sector
- Create new ways of working and delivering care
- Grow for the future
- Aligned to our Leadership Way by developing inclusive compassionate, curious and collaborative leaders

### Programme Content and Nomination Process

- Launch Event – coming together, an orientation to the programme, meeting CEOs, HRDs and peers
- 1st Residential - two-days focused on your personal leadership and relationship building
- 2nd Residential - two days focused on skills required to lead transitions across traditional boundaries and systems; building understanding, confidence and resilience
- 3rd Residential - two days of masterclasses focused on participant identified needs
- Board experiential learning opportunities and a Board Skills Masterclass
- Facilitated Impact Groups
- 1 on 1 CEO/Senior System Leader Mentoring
- 1 on 1 Executive coaching

#### Nomination Process

- Partner organisations nominate candidates through CEO sponsorship who then go on to undertake an assessment and development process to identify readiness for ADDS

### Benefits and Commitments

- Intense, high impact leadership development that goes beyond knowledge and skills
  - Participation in wider debates, learn from others and benefit from intellectually stimulating real-world insights
  - Real experiences to advance your skills and build confidence
  - Accelerate the achievement of your professional ambitions
  - Individual mentoring and input with partner CEO's
  - Expanded professional networks and career lasting relationships
  - Ongoing alumni development and networking
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- Commitment to participate in all development and progression opportunities
  - Attendance at all the programme events
  - Full participation in feedback and evaluation processes