

Do you know what
you want from
your NHS career?

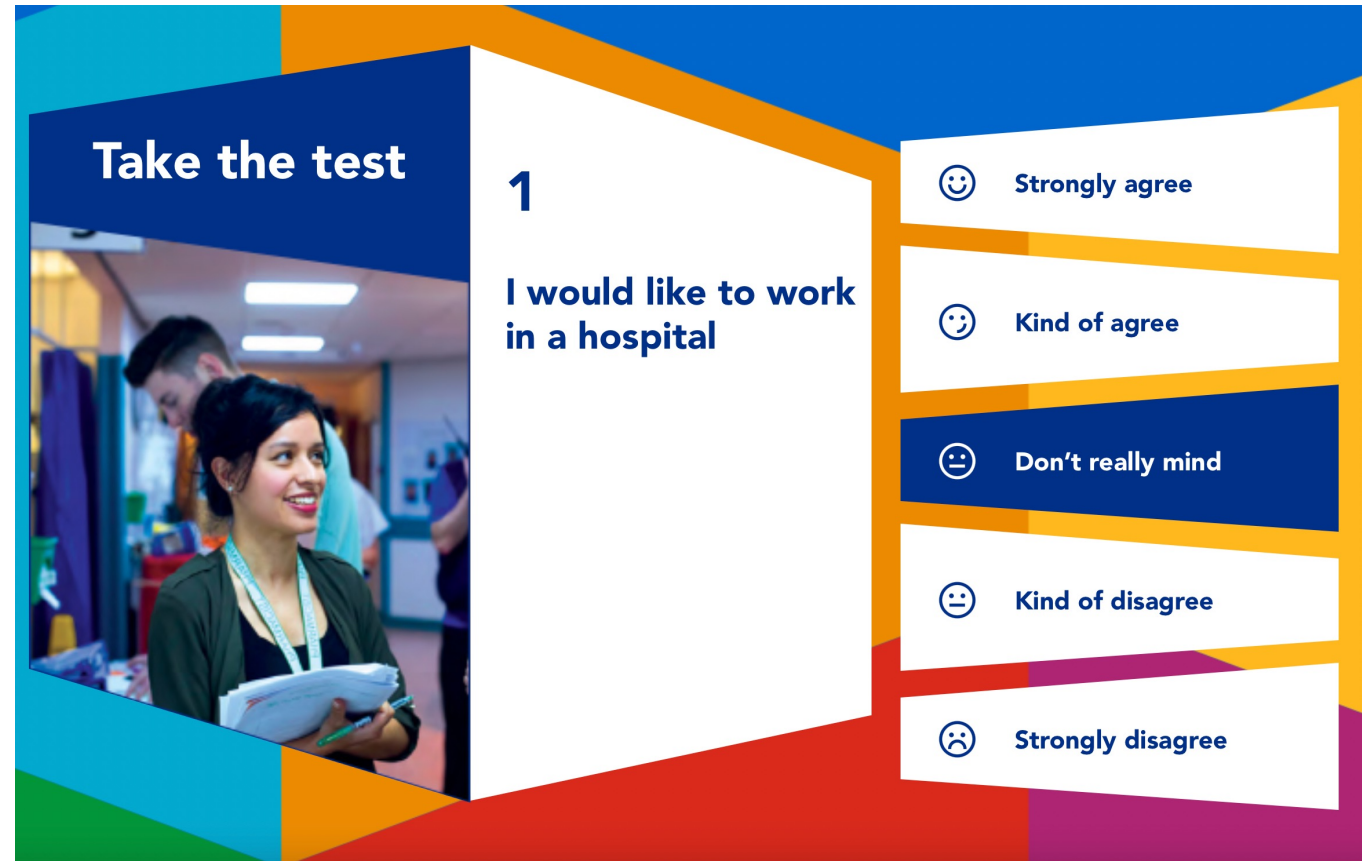
If you fail to plan
then you plan to fail



Here's what you can do

- Map out your goals
- Help with finding the right job role for you
- Helping you write CV's and cover letters
- Helping you prepare for interview
- Developing your skills
- Developing your own identity (Brand)
- Supporting you staying positive
- Holding you accountable

Take the careers test



Take the test

1

I would like to work in a hospital

☺ Strongly agree

☺ Kind of agree

☹ Don't really mind

☹ Kind of disagree

☹ Strongly disagree

<https://www.stepintothenhhs.nhs.uk/careers/take-the-test>

Think about your career so far....

- What motivates you?
- What are the highs and lows in your career so far
- What caused the lows?
- What did you get from the highs?
- What do you think this might tell you about your future career?



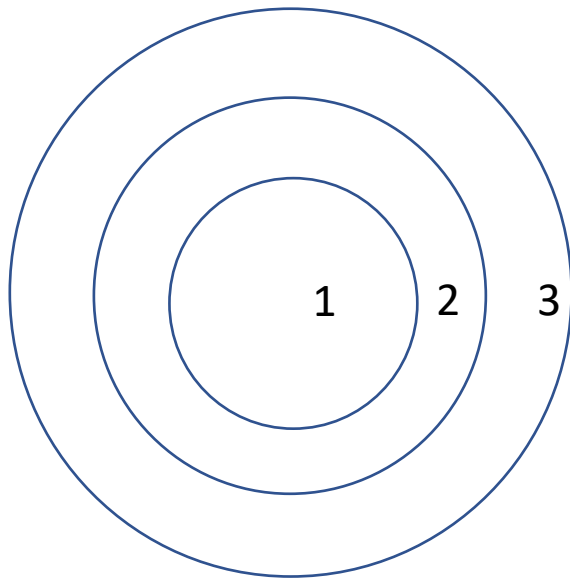
What is your potential?

- What do you need
- How far away do you think you are?
- What are the gaps you need to fill ?
- How do you know this?
- Is it realistic?
- What do you need to bridge the gap?
- What more do you need to find out?



Ways of prioritizing actions

- What is in your control?
- What can you Influence?
- Where is the Chaos?



The Covey Circles of Influence



Career management

- Consider your reputation and profile linked in and other social media (positives and negatives) articles and blogs etc.
- Mentor adviser, role model, knowledge and insight
- Coach- challenges motivates and enables you to decide and act not them)



Our offer

- Weekly webinars on TEAMS on Thursday
- Access to a 1:1 with our career advisers
- Link to Setmore to book sessions
<https://massvacccareeradvice.setmore.com/>
- Useful resources to help you with career planning in the NHS which we will Email you
- THE NHS Resource Portal
<https://nhsexecutivesearch.careercentre.me/auth/signin/NHS-Executive-Search?ck=1>

BITESIZE VIRTUAL WORKSHOPS TO ENHANCE YOUR CAREER AND DEVELOP YOUR TALENTS

- [Your Brilliant Career – East of England \(leadershipacademy.nhs.uk\)](https://leadershipacademy.nhs.uk) on 31st May
- [Realising the Potential of your Impact – East of England \(leadershipacademy.nhs.uk\)](https://leadershipacademy.nhs.uk) on 7th June
- [Being your best at Interview - East of England \(leadershipacademy.nhs.uk\)](https://leadershipacademy.nhs.uk) on 9th June
- [Career Confidence and Banishing the Imposter – East of England \(leadershipacademy.nhs.uk\)](https://leadershipacademy.nhs.uk) on 16th June
- [Your Brilliant Career – East of England \(leadershipacademy.nhs.uk\)](https://leadershipacademy.nhs.uk) on 5th July
- [Being your Best at Interview – East of England \(leadershipacademy.nhs.uk\)](https://leadershipacademy.nhs.uk) on 14th July
- [Networking to Boost your Career – East of England \(leadershipacademy.nhs.uk\)](https://leadershipacademy.nhs.uk) on 14th July
- [Realising the Potential of your Impact – East of England \(leadershipacademy.nhs.uk\)](https://leadershipacademy.nhs.uk) on 19th July



There are further events and bite size workshops at [Upcoming Events – East of England \(leadershipacademy.nhs.uk\)](https://leadershipacademy.nhs.uk)

Please note, if our bitesize sessions do become fully booked, we do hold waiting lists for further sessions, so please register your details on the booking platform.

The East of England Regional Talent team aims to support leaders by providing helpful and practical interventions that assist with career development and support to reach your potential



[NHS Career Management Guide](#) support with applying for your next role, including Executive interviews and inclusive leadership

[Career Management Resources](#) register online

[NHS Jobs - Candidate Homepage](#) register for your job search, see latest vacancies and advice for job seekers

[NHS Jobs - Searching for the Perfect Job](#) Guidance on searching for the perfect job

Clinical Leadership Coaching and Advisory Service (CLCAS) – for aspiring clinical leaders. Email talentcareerteam@leadershipacademy.nhs.uk

[East of England Senior Leadership Careers and Vacancies in health and care #eoetalent | Groups | LinkedIn](#)

If you are interested to see vacancies for senior leadership roles in east of England band 8D and above roles you can apply to join the LinkedIn group

3 videos on Interview skills, CV preparation and managing your career see [NHS Elect - Fundamentals of career management](#)



[Our NHS People – Supporting our people: Helping you manage your own health and wellbeing whilst looking after others](#)

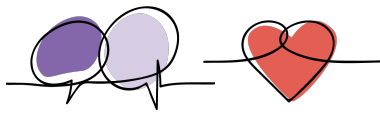
Register for School for Change Agents [The School for Change Agents – NHS Horizons \(horizonsnhs.com\)](https://horizonsnhs.com)

[#Caring4NHSpeople & #ProjectM Wellbeing Virtual Sessions – NHS Horizons](#)

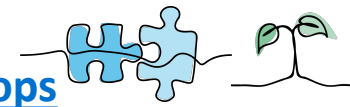
[ABC Guide to personal resilience – Leadership Academy](#)

[Lean Fundamentals](#) builds foundational Lean process improvement skills and introduces participants to a structured improvement routine to deliver and communicate a tightly scoped improvement project.





Career Guidance and Development Workshops



Are you seeking a more senior role and/or going through career transition currently? Whilst you may wish to attend one of these workshops, we strongly recommend that consideration is given to attending both, starting with workshop A. These sessions are targeted towards those seeking support for the next step in their career to more senior level roles.

Workshop A : Career Development

Session Overview:

1. Who am I?
2. Aspirations and Purpose
3. Action Planning and available resources

To help participants create a focussed plan to further their career by:

- Helping guide and ground their career plan in a clear sense of personal purpose
- Helping participants to focus clearly on the 'type' of role that they want, truly aligned with what motivates and drives them
- Helping participants to understand how they can take charge of their own development and navigate potential blockers
- This workshop is really targeted at helping participants understand who they want to be as a senior leader and experience they will need to gain

Workshop B : Planning your path to success

❖ [Wednesday 15th June 1:00 – 4:30pm](#)

Session Overview:

1. What “good looks like” – Executive guest speaker/s
2. CV Writing
3. Confidence in Interviewing

To help participants create a focussed plan to further their career by:

- Helping participants gain insights into “what good looks like” in relation to CV writing and interview presentation; discussing top tips with your peer group
- Helping participants build on your self-awareness by understanding how they “show up” in interviews and to get to grips with interviewing techniques.
- Support candidates in preparing for the next stage of their journey, whether that be entering for assessment processes or preparing for an interview. The focus is largely on expectations of an Executive Director and what is required for more senior roles, rather than the assessment process per se, but remains open to those in both categories

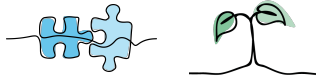


Wendy Parry – Workshop Facilitator

Wendy currently works as a leadership associate and organisational development consultant. She has supported various East of England Leadership Academy programmes including the Graduate Management Trainee Scheme and the NHSI Culture and Leadership Programme. Wendy is a qualified coach and is a member of the East of England and Kent, Surrey & Sussex coaching networks.

If you are preparing for an interview you may also like to consider the workshop [Being at your best at Interview – presenting well virtually – East of England \(leadershipacademy.nhs.uk\)](#) on 14th July
Further dates will be available at the events page [East of England – NHS Leadership Academy](#)





CAREER DEVELOPMENT AND SUPPORT OPTIONS



Access to Online Career Portal - Tools and Resources

- ❖ Access to online resources, tools and information including:
- ❖ Career assessments, diagnostics and career readiness surveys
 - ❖ Career learning resources, Case studies and career stories
- ❖ Aptitude tests and interview simulator including online mock interviews

Available now and to request access for the career portal please contact: talentcareerteam@leadershipacademy.nhs.uk

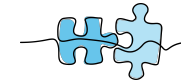
Understanding the Core Exec Director Competencies and how to structure an Interview question

This webinar provides practical hints and tips on managing interviews well, including how to answer competency-based questions, using current and relevant examples. The video covers core ICS-level competencies (some roles may have additional competencies unique to the role).

The link to access the video is [here](#)

Resources available for you to consider

- Apply to the east of England registers for access to [Mentoring](#) or 1 to 1 [Coaching](#)
- [No More Tick Boxes – a review on the evidence on how to make recruitment and career progression fairer](#)
- [If Your Face Fits - Exploring Common Mistakes to addressing equality and Equity in recruitment - A Practitioner Guide](#)
- [Register to join East of England Leadership Learning Zone](#) - a range of on-line development modules
- [Our Leadership Way – Leadership Academy](#)
- [Programmes – Leadership Academy](#)
- [Leadership Academy – Supporting our people: Helping you manage your own health and wellbeing whilst looking after others](#)
- [Inspiration Library – Leadership Academy](#) – a range of videos, podcasts and films on leadership topics
- [Leadership Academy](#) – Leadership listens podcast on Compassionate leadership
- [Bitesize learning – Leadership Academy](#) – a range of short guides on resilience, team working, writing brilliant briefings and more
- [#ProjectM – Leadership Academy](#)
- [Executive Suite – Leadership Academy](#)
- [Our communications | NHS Employers](#) - register to receive the NHS Workforce Bulletin
- [Webinars on integration with NHS England \(scie.org.uk\)](#) a range of webinars looking at ICS development future dates and previous recordings,
- [Welcome to NHS IMAS: NHS Interim Management and Support - NHS IMAS](#) Considering an interim assignment? NHS IMAS welcomes expressions of interest from experienced senior NHS staff at Band 8d and above.
- [An introduction to leading with kindness and compassion in health and social care](#) – The King's Fund
- [Tired of being exhausted: seven key actions for leaders in the NHS workforce crisis | The King's Fund \(kingsfund.org.uk\)](#)
- [Become a member | NHS Confederation](#) Health and Care Women Leaders Network is a free network for all women working across health and care.
- [Health on the Line | NHS Confederation](#) A fortnightly podcast offering fresh perspectives on the healthcare challenges
- [Talent Management – East of England \(leadershipacademy.nhs.uk\)](#) for talent resources and further information
- [Ten Top Tips for Mentoring and Reverse Mentoring, Bev Matthews RN MSc \(passle.net\)](#)
- Download a [Guide for Social Influence Hints and Tips.pdf](#)



For any queries please email talent.eoe@england.nhs.uk
Follow us on Twitter [@eoeleadership](#) #eoealent

V1 May 2022

