

How to build a
talent pool.
A toolkit for
midwifery leaders.

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Preliminary themes from band 6/7 Survey (842)

- Financial reward
- Transparency
- Flexibility
- Support
- Encouragement



Key ■ = FREE
■ = Cost implication

Step 1

- Establish relationships with stakeholders.
- Set a culture of talent spotting and succession planning as a priority.
- Write a statement of intent which facilitates inclusive development opportunities for all staff.
- Communicate with all staff and stakeholders (All midwives and maternity staff including students, EDI teams, Trust board, ICB, Regional maternity teams and talent boards, HR).

<https://www.leadershipacademy.nhs.uk/toolkit/enabling-a-culture-of-talent-management-page/>

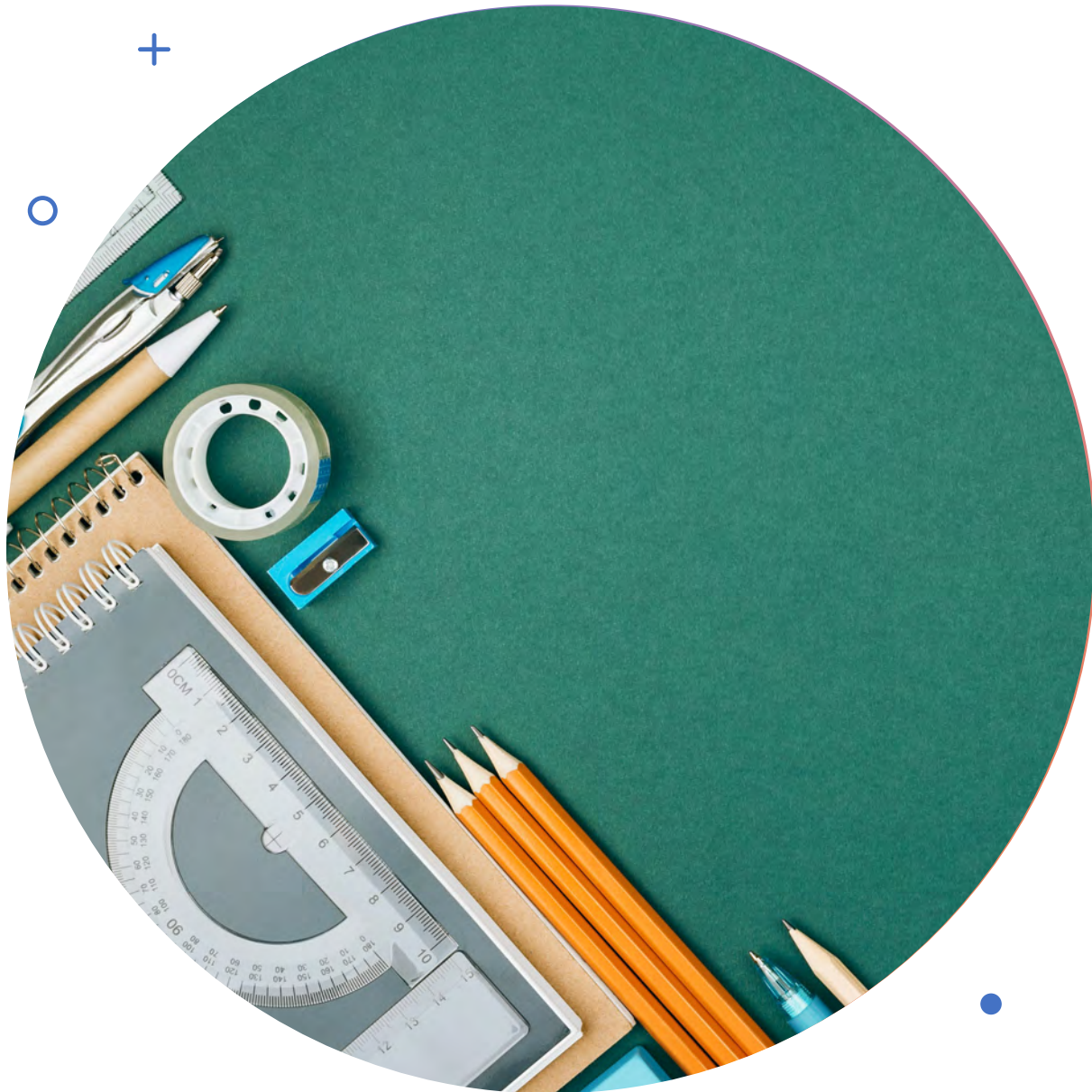


Step 2

- Identify talent spotting champions (this could be anyone who has a passion to support and develop others or who has this as part of their role (Practice Development Midwife, Workforce Lead, Labour Ward Co-ordinator, Matron, Team Lead, Head of Midwifery, Director of Midwifery))
- Hold the above groups of people to account for action on talent management. For example, managing a vacancies board or communicating training opportunities and conducting career development events.

<https://www.leadershipacademy.nhs.uk/toolkit/enabling-a-culture-of-talent-management-page/implementation-guidance/>





Step 3

- Gather a set of easy-to-use tools available from NHS Leadership Academy.
 - Make these available for everyone to see.
 - Use these to guide and support your talent culture, conversations and processes.
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- <https://www.leadershipacademy.nhs.uk/toolkit/>

Step 4

- Ensure you have signposting, development opportunities and training ready to offer.
- These could include shadowing, acting up, teaching, quality improvement programmes and courses, some of which are free.



<https://www.open.edu/openlearn/free-courses/full-catalogue>



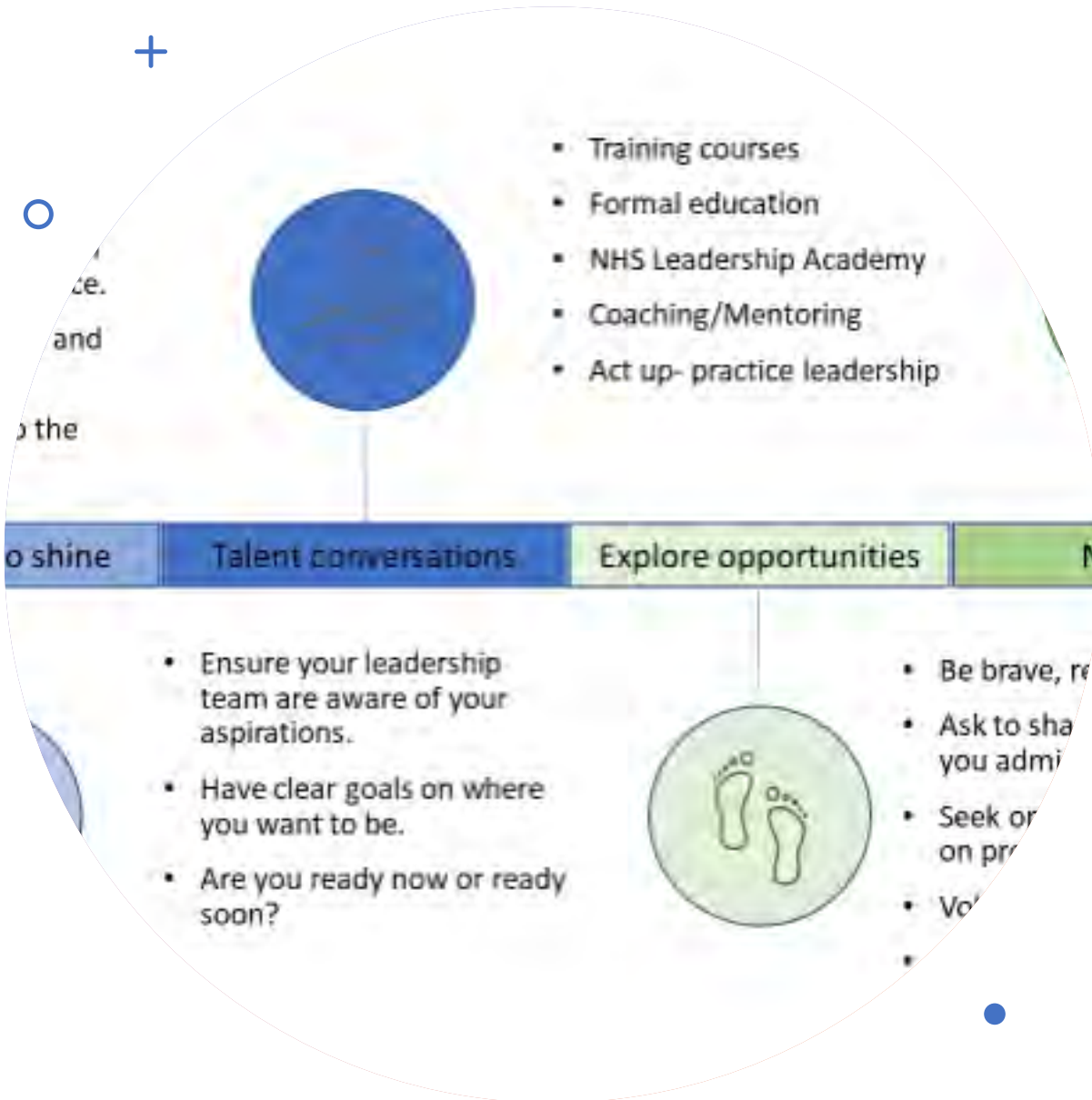
<https://portal.elfh.org.uk/Login>



<https://www.kingsfund.org.uk/courses>

<https://www.leadershipacademy.nhs.uk/programmes/>

Step 5



- Encourage staff to register on the NHS Leadership Academy Career Portal. (Access granted when registration completed)
<https://profile.leadershipacademy.nhs.uk/>
- Provide practical workshops on CV building, personal statement writing and exploring job descriptions.
- Encourage curious conversations about progression and development opportunities



Step 6

- Transparent opportunities board with upcoming vacancies in trust and region

Step 7

- Buddy with other trusts locally, regionally or nationally to allow talent swaps.
- Establish a robust and sustainable program by liaising with HR to gain honorary contracts, insurance etc.





Step 8

- Enable and facilitate staff to share their experience and learning to inspire and motivate others and to improve services
- <https://www.events.england.nhs.uk/>

