

# Future People Leaders Programme

Applicants Webinar Monday 17<sup>th</sup> July 2023

Speakers: Nicky Ingham, Chief Executive Officer, HPMA

Cheryl Lee, Cheryl Lee Associates

# Agenda for the Webinar

- ▶ Introductions - Nicky Ingham
- ▶ Our journey to FPLP Launch and beyond - Nicky Ingham
- ▶ FPLP programme content and what you can expect - Cheryl Lee
- ▶ The application Process - Nicky Ingham
- ▶ Questions and Answers - all

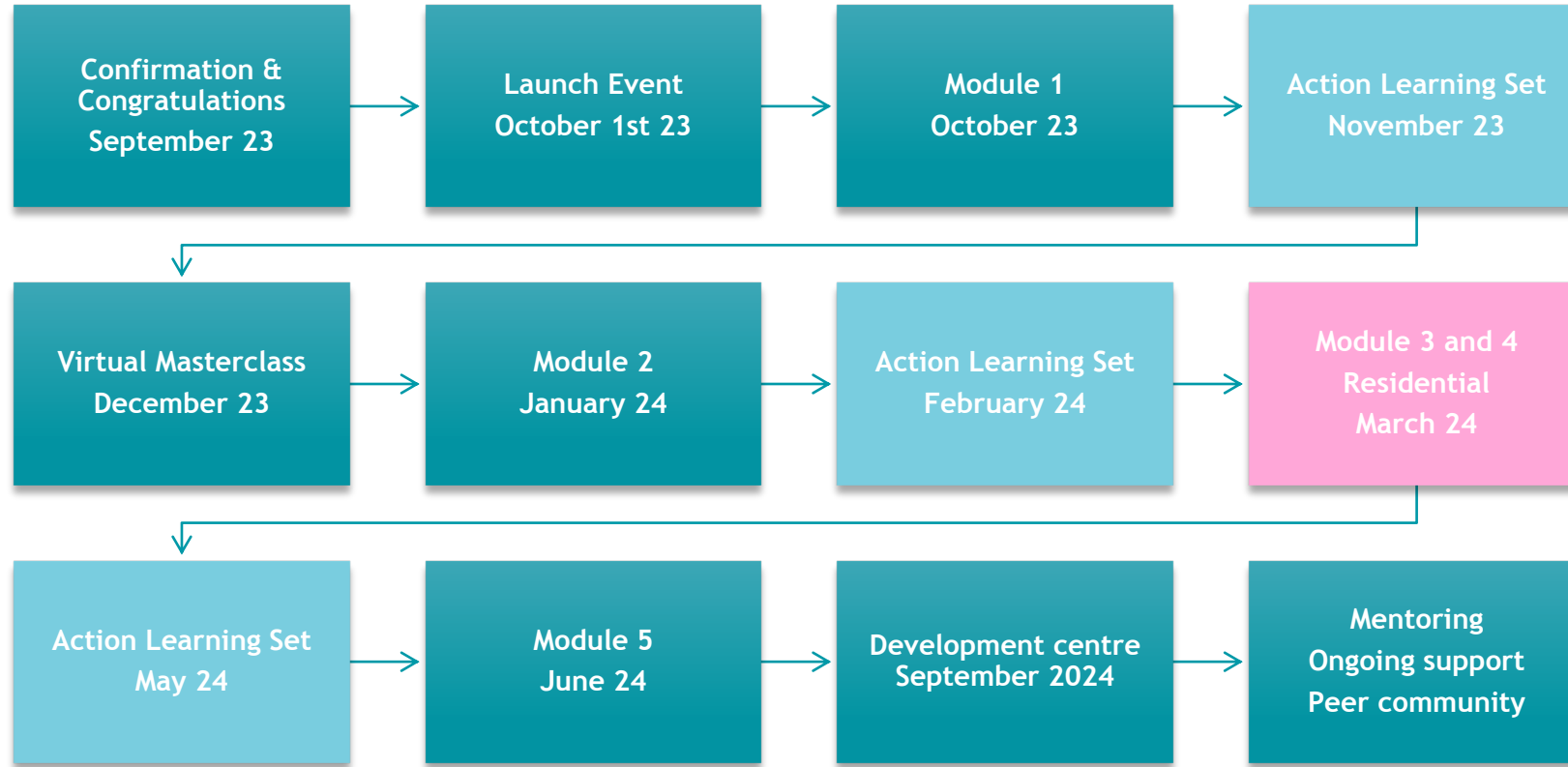


# Our Journey to FPLP Launch and Beyond

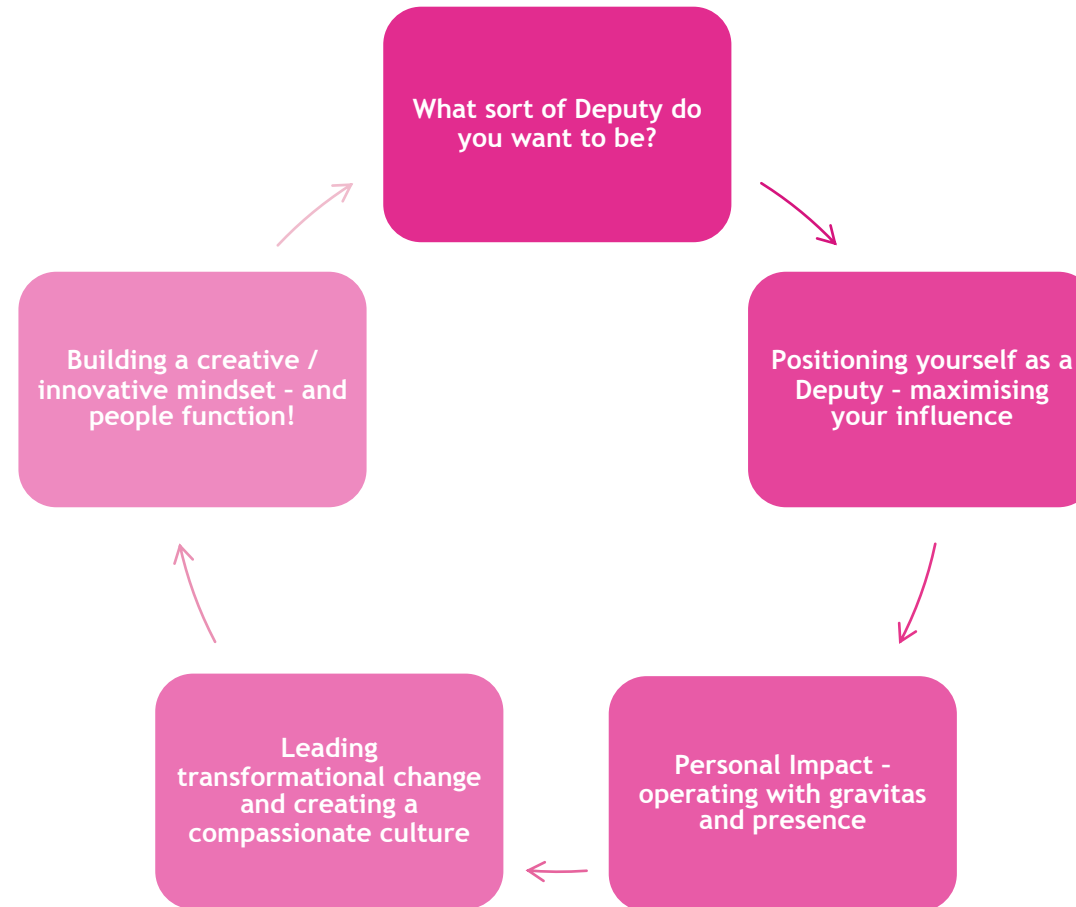
- ▶ Commissioned by NHS England to deliver the programme
- ▶ Overseen by the NHS England Professional Development Board
- ▶ Development of New, bespoke Competency Framework
- ▶ Working with our delivery partner, Cheryl Lee of Cheryl Lee Associates



# Overview



# Core module information



# Application and Selection Processes

- ▶ In designing the recruitment process, we have been mindful of NHS England analysis of demographic data for the people profession, demonstrating that there is a glass ceiling for black, Asian and minority ethnic HR and OD professionals at band 7 and above
- ▶ The application pack guidance takes you through the various stages of your application:
  - ▶ You need a CV, no more than 2 pages
  - ▶ You need to carefully consider your answers to the competency-based questions in the application form
  - ▶ You need to agree a business improvement project with your CPO which will form part of the development centre at the end of the programme
  - ▶ You need to give thought to choosing your Sponsor, someone to be your Cheerleader from when you start the programme, to when you graduate from it... and beyond
  - ▶ You need to ensure your CPO approves your application and confirms they will match fund your place on the programme
  - ▶ You need to complete the equal opportunities monitoring form
  - ▶ You need to have your applications in by 8am on Monday 18<sup>th</sup> August



# Application and Selection Processes

- ▶ ICB CPOs will undertake a paper based shortlisting exercise with the aim of shortlisting the best applications for go forward for interviews
- ▶ Interviews for the North cohort will be on 25<sup>th</sup> September and interviews for the South cohort will be on 27<sup>th</sup> September
- ▶ At interview you can expect questions about your motivation for wanting a place on the programme, your values, your passion and your future career aspirations



# Questions and Answers

► Over to you!



# Next Steps

- ▶ A recording of the Webinar will be available on the HPMA Website
- ▶ We will note any FAQs and add those to the website
- ▶ We will regularly update about the programme through social media
- ▶ We hope that you will apply - good luck!

