

FUTURE PEOPLE LEADERS PROGRAMME

APPLICANTS WEBINAR MONDAY 17TH JULY 2023

QUESTIONS AND ANSWERS

Have interview dates for the final applicants been agreed?

Yes, the interview dates are in line with the webinar slides, i.e., North on the 25th of September and South on 27th September 2023. These will be held virtually. Please note that these dates have changed from the original documentation on the website.

Does the change in interview dates mean the launch date has been changed?

Yes, the launch date will now be on 2nd October at 11am, again this will be a virtual event.

What is the difference between the Aspire Programme in London and the FPLP?

The Aspire Programme is a London Academy programme which supports people professionals who are 3 years off being ready to move to a deputy director level role and operates as a talent pool. London is the only area with this arrangement in place, currently. The FPLP is targeted at people who are deputy director ready in 12-18 months and an intensive programme designed to fast-track development to support career progression.

Is the Programme just for HR Professionals or open to OD, learning and development and people Professionals too?

The programme is targeted at people who feel they could move to Deputy Director role within 12 – 18 months. Applications are encouraged from all roles within the people profession. It is important that when applying, applicants consider the competency framework and the competency-based questions in the application pack and determine whether their experience to date will enable them to make the next move to a Deputy role within the defined timescales.

What is the size of the Cohorts?

There will be 2 cohorts of up to 25 in the North and South of England respectively.

How often is the Programme run?

This is the first year of the programme. The success of this programme will determine whether future programmes are made commissioned.

Does the Sponsor need to be from the NHS?

The management sponsor, i.e., the person who is committing funding for the programme, would need to be from the NHS. However, we are aware that within integrated care systems, colleagues are operating across organisational boundaries, and you might have identified a sponsor from a different organisation out with of healthcare. You should refer to the sponsor guidelines to help you make your decision about who you chose as a sponsor as they will be your Cheerleader, who you can share with and test things out with during and beyond the life of the programme.

It would be good to have examples of what would be suitable, (or not), business improvement projects.

It is essential that you talk to your CPO regarding the scope of your business improvement project to ensure it is something that will stretch you developmentally and also add value to your organisation or system. It might also be a great opportunity to see if there is a project that could realise an improvement across your integrated care system and enable you to work across organisational boundaries and with colleagues from different parts of the system.

If the Midlands is included in the North, it does feel one of our most diverse systems may not be given same proportions of places (11 ICBs in these systems alone)

We have tried to implement a fair and transparent application and selection process for the programme to ensure that the most talented applicants are put forward for the programme. This means that we have tried to avoid restrictive numbers of applications per ICB.

Do I have to stay with my current employer?

No, but you need to be mindful that your employer is part funding your place on the programme, and you might want to explore whether your new employer would pick up these costs, if required or if your current organisation will require you to repay them.

If you have 5 applicants from the same ICB, is this a disadvantage to applying?

No, we want the best talent to come forward. We believe competition will be strong, however we want as many of you as possible to come forward. It is important colleagues across the ICB are aware of the talent that exists within the people profession.

**How do you guard against favouritism if the ICBs decide who goes forward?
Are ICB CPOs being given guidance on shortlisting? Conscious maybe a conflict of interest if HR people wish to apply and work in the ICB vs Trusts.**

Clear guidelines and criteria have been developed to support short listers and those on selection panels. National calibration panels are also taking place to further ensure equity.

Is the travel /accommodation outside of the cost of the programme?

Yes, your organisation will be required to fund travel and accommodation.

Will there be an alumni group or cohort group formed at the end of the programme?

This is something that colleagues on the London Academy Aspire Programme have done, in as much as they have kept in touch with each other, and some have formed self-managing learning sets. It is something we would encourage as you progress through the programme.

ensure equity.

Will we get feedback whether we are successful or not?

Yes, we encourage feedback at all stages of the application and selection process.

I am on a fixed term contract/bank contract can I still apply?

You should discuss your application with your line manager as they will be asked to support the funding of your place on the programme.

Is the Cost of CIPD upgrade included in the programme costs?

No, if you want to upgrade your CIPD membership this should be self-funded, Whilst we are not aware of this being NHS Policy, in the event your organisation funds CIPD membership upgrades, then you should follow existing procedures.

Should I hold back on my CIPD upgrade application until I have finished the programme?

We would always encourage you to start your CIPD upgrade application as soon as possible once you have collected your evidence. If you are in the process of applying, it sounds like you feel well placed to upgrade and should continue. Good luck!

Will the slides be made available?

Yes, the slides will be on the HPMA website and circulated to those registered on the webinar.