

Nottingham University Hospitals NHS Trust

Leadership Coaching Development Programme



What our client wanted

Nottingham University Hospitals Trust established nine directorate management teams as its model to take forward the professional leadership, business development and growth for the organisation. The teams consist of 'three at the top' who are responsible for their directorates as multi-million business units to take forward their strategies and delivery of action plans. To be successful and emerge as 'best in class', these leaders must disseminate good practice throughout the organisation. The Trust wanted a programme that would develop the directorate managers into 'high performing teams of leaders'.

What Frontline did

Frontline created a bespoke Leadership Coaching and Development Programme comprising: development of a Maturity Model to performance manage the programme and identify measurable success criteria for the directorates to take forward in their journey to Foundation Trust status, and to be the 'best in the country by 2016'; tailored coaching to support teamworking in improving performance; core modules on leading contextual change, leading successful teams and leading sustainable performance.

A second programme to the wider directorate teams aims to provide participants with the knowledge, skills and behaviours to work in high performing teams across the organisation. This is more modular-based, supported by action learning through outcome focused project work.

What difference we made

The 'top team' programme is at halfway point, with the wider directorate programme launched. At this stage, the client is very positive about both the professional development outcomes and the programme delivery. Evaluation on both qualitative and quantitative measures to assess the impact on behaviours and performance of the teams will be done both directly by the client, and using a Frontline method based on the Kirkpatrick Model.