

### What our client wanted

The East of England Strategic Health Authority had in place a programme, *Targeting Talent*, for the development of leaders in the East of England. They wanted a leadership programme that would enable executive directors to progress to chief executive posts.

### What Frontline did

Frontline partnered with Kings Fund and Cumberlege Connections to design and deliver the *High Potential Executive Programme*, delivered in cohorts for potential chief executives across all NHS East of England organisations. We carried out the initial assessment programme for the first cohort of over 20 high potential leaders. We then delivered core modules that began with Leading Teams and People, moving on to Leading in Context, Leading Performance and finally Leading Strategy and Innovation.

Frontline's particular contribution was insight from business and the wider public sector to broaden the perspectives of high potential leaders, a focus on whole system thinking to enable participants to 'join the dots', and a challenging approach that got participants to focus on delivering organisation objectives within a complex, uncertain and dynamic environment. The programme demonstrated the ability of our consultants to work jointly with other firms to provide a comprehensive offering that met participant needs.

### What difference we made

Participants benefited from the challenging and insightful approach provided in the programme and, from the first cohort, over a quarter progressed within the first year.

### What our client said

*"NHS East of England has maintained a relationship with Frontline Consultants over a number of years due to their high quality interventions, responsiveness and, in particular the 'thought leadership' that they bring. Frontline has delivered multi-faceted leadership programmes, assessment processes, coaching and facilitation of senior leadership forums within NHS East of England. The work is always of a high standard and evaluates well with participants. We are also impressed with their ability to work and collaborate in a consortium with other providers."*

Caroline Stanger, Head of Leadership and Organisational Development, NHS East of England