



New CEO development eBook

NHS England

Regional Directors

The initial months of your new role are likely to be hectic with lots of competing priorities, and we hope these resources give some space for reflection and development at this time. In addition, as Regional Directors we want to be as supportive as we can. We will be in touch to both welcome you personally and discuss how we can best work together. Our hope is that through building our relationship as a two-way street in terms of feedback, you will feel well supported in your new role and in a great place to deliver our common ambitions for high-quality safe patient care.



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Contents

This eBook contains a range of supportive resources grouped around key CEO focus areas, accessed online to ensure it reflects the current leadership environment and the collection of user feedback to inform future design. Click on any of the resources below to access:

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Explore and Rethink Modules

Below are links to register for the modules which contain a wide variety of resources to support you in your role.

[If you don't already have a NHS Leadership Academy Account ID, please register here.](#)

[You will then need to register to access the modules here.](#)

Once you have received your enrolment key, which will be sent immediately to you via e-mail, (please check your junk/spam folder just in case), please enter it in the welcome section which will then give you access to all three modules.

- [Module 1: Transitioning into your CEO role](#); working with power and influence, your first 100 days, building relationships, looking after yourself, political intelligence, governance and finance
- [Module 2: System Leadership](#); includes exploring the definitions of systems and systems leadership, tools and knowledge to support working across systems, health inequalities and engaging with communities
- [Module 3: Leading an effective executive team](#); leading an effective executive team as the CEO is a complex blend of dynamics, which includes managing board dynamics, talent management and creating the right conditions for your board.

Further modules are under development.



Chief Executive Development Network

The [Chief Executive Development Network](#) is an established self-directed network offering both development and peer connection for newly appointed and existing CEOs. Content is member-led and agile, responding to and grounded in CEOs' changing realities and priorities.

Being a member of the network offers a variety of support, connections and development, including:

- 24-hour developmental residentials, facilitated by expert faculty
- One-off events such as masterclasses, speakers and panel discussions
- Transition coaching for newly appointed CEOs
- Peer to peer network providing confidential, practical advice from a peer CEO

Past sessions

- Chief Executive & Chair Development Network: 16th March 2023 & 3rd October 2023
- Freedom to Speak Up with Dr Jane Chidgey Clark, National Guardian for Freedom to Speak Up in the NHS in England - 20th October 2022
- Health Inequalities with Dr Bola Owolabi, GP and Director of Health Inequalities, NHS England - 16th November 2022

(Recordings of the above two sessions are available on the virtual campus)



NHS Senior Leadership Onboarding Website

The [Senior Leadership Onboarding Support](#) site is built around leadership behaviours and capabilities designed to support board level leaders, including new CEOs, in developing their leadership in a complex and changing landscape.

The resources augment existing local and regional executive onboarding support and include:

- Setting strategy and delivering long-term transformation
- Leading for social justice and health equality
- Driving high-quality sustainable outcomes
- Governance, assurance and understanding the NHS
- Creating a compassionate and inclusive culture
- Building trusted relationship with partners and communities



Coaching and Mentoring - Transition to CEO role

Coaching and mentoring is available to support you getting into your stride in your new CEO role.

You may already have a coach and/or mentor, however it can be helpful to access specific transition coaching when starting a new role.

Transition coaching with experienced Executive Coaches

[Transition coaching is available, to register your interest in being linked to a transition coach please click here.](#) In addition, NHS England's Regional Leadership and Lifelong Learning teams hold regional coaching registers that can be accessed freely by all NHS staff.

Access to experienced CEO mentors

[You can register your interest in being matched with an experienced CEO mentor via this link.](#)



First time CEO Programme

Moving from an executive director role to that of a CEO requires a reframing of leadership thinking and skills along with the development of a new network of peers, this programme offers those opportunities and more.

- Supporting new provider trust chief executives with a peer support and learning programme.
- Designed for senior leaders embarking on their first NHS chief executive role, the programme provides peer support and an opportunity for new Chief Executives to come together to discuss key issues.
- Around 80 provider trust chief executives across seven cohorts have taken part in the programme since it started in 2016. Cohorts of around 12 chief executives meet bi-monthly for themed discussions and private roundtables with political and national leaders. Each cohort lasts for two years.
- The programme has led to a number of high profile reports, such as [The NHS After COVID 19: The Views of Provider Trust Chief Executives](#) and [The Best Job in the World?](#)

For further information please [contact Daniel Reynolds](#) at the NHS Confederation.



Regional Leadership & Life Long Learning and Talent Support

Your regional leadership and lifelong learning and talent teams are there to provide CEOs with development and talent support, including networks, workshops, board development and coaching. Contact the teams directly to discuss how they may be able to help you personally. Our regional teams have a range of flexible existing offers, and will work with you to identify and develop the most relevant support.

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