

Annex D

Well Led – Tracking High Performance Individuals

The Trust's Well Led plan agreed to track the outcomes for high performance individuals. During 2018/19 these were defined as individuals who have scored a 4A in their Aspiring to Excellence Performance and Development Review (PDR).

During this time frame 162 colleagues scored a 4A in their PDR. Every colleague was approached and asked to respond to the People and OD team and answer questions about their progress since their PDR, their career aspirations, what interventions they require or desire, and whether they wish to undertake coaching or mentoring.

From those that responded:

- 25% have been promoted
- 50% received funding from the Training Needs Analysis (TNA)
- Others have requested a Masters or MBA through the Apprenticeship Levy
- Nurses were personally offered the Escalator Programme by the Chief Nurse
- All were offered coaching and mentoring
- Many undertook the Accredited Manager modules as voluntary development

The 'positives' of scoring highly in the PDR has been built in to the communications strategy for 19/20. In addition, £30k has been put aside from the TNA in order to focus on high performing individuals.

The People and OD committee agreed a set of tracking metrics for high performers for 19/20, including quarterly updates following the objective setting cycle, moderation and then to track the development for high performers. Consideration is now also being given to creating a focussed 'talent pool' that can access privileges for their own personal development and progress in the organisation. This may take the form of accelerated access to internal promotions, creating a talent network, accessing learning and conferences, and having access to senior mentors or coaches.

Ref	Planned action	Timescale	Lead	Success measure	Progress update
W3a	Tracking high potential individual's PDP execution	March 2019	RG	70% of PDP aims delivered	