



NHS North West

## Talent Studio Sample Questionnaires



NHS NORTH WEST

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LEADERSHIP ACADEMY



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## Sample Questionnaire – Personal Aspirations

Please be aware this information may potentially be read by your sponsor, the Leadership Academy and the North West Chief Executive and HR Director community.

This is your opportunity to include narrative on the type of organisation and role you aspire to in your next career move, while outlining your ultimate career goal. To give an indication of the type of information, we have included a few anonymised examples – see below:

- *“I would like to be a director within the next 4 years. I have a passion for mental health but in my current role I am working across an organisation that covers all areas of health care. I would like to shape the way that care is delivered and ensure that all patients receive what they need and also staff are competent and supported to deliver this care.”*
- *“Leading an area within an organisation which is challenging, leading edge and willing to push the boundaries and try new ways of working. The organisation would need to be supportive and with a collaborative style of working, which would need to set an example for others to follow and aspire to.”*
- *“To move into a higher level clinical and professional management position with a significant organisational role in leadership for governance, performance, commissioning.”*
- *“I envisage a further operational lead role in the Trust at a senior level, operating cross directorates with an element of strategic planning for service provision and commissioning.”*
- *“I would like to become a director of communications. I would hope that this would provide me a chance to truly bring about constructive change, putting sound and creative communications at the heart of the Trust's activities. “*
- *“Eventually I'd like to move into a more senior position such as a Director of Nursing or Divisional Manager. One responsible for executive lead for a professional, and the other general management of a part of the organisation. At the current time I'm not sure which route I will take.”*
- *“To be in a Chief Executive post where I can influence the direction of a trust and contribute to it achieving its overall objectives - to be in an autonomous position with clear objectives to deliver.”*



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## Sample Questionnaire - Experience

Please be aware this information may potentially be read by your sponsor, the Academy and the North West Chief Executive and HR Director community.

Talent Studio offers the opportunity for individuals to upload key documents, e.g. individuals CV, which can be searched and filtered by authorised users for senior talent reviews. This section is your opportunity to include key experiences and achievements from your career history. When considering what to include we suggest that you incorporate evidence that demonstrates your achievements where possible. To give an indication of the type of information, we have included a few anonymised examples – see below:

- *“Responsible for the overall management and delivery of the Health Site Project. This included developing a bid to the Regeneration Community Partnership (RCP) for the funding to redevelop and refurbish the Centre from an outpatient and minor injuries unit to a fully functioning local care centre. Key achievements within the role included:*
  - *Ensuring the Health Site concept was created and promoted within the local, health community.*
  - *Making practical arrangements for the development and parcelling up of land on the overall site for sale / lease. This included managing the demolition of two small properties.*
  - *Leading the Health Site Project Group and ensuring appropriate communication and engagement with the local community”*
- *“Created an HR function within a PCT, including HR service delivery, performance management, OD, education/training, and project management of national initiatives growing an in-house team from 1 to 15 in number from a countywide Shared Service set up only 1 year previously. Strengthened working relationships with local health community and developed strong partnership working with Trade Unions, following initial resistance to HR restructure subsequently set a precedent for PCT organisations and provided the blueprint for sharing best practice in merging the 3 PCTs.”*
- *“Delivered a reduction in hospital admissions, promoted self management and improved health outcomes. Practices in the county involved with the COPD pilot reduced admissions by an average of 26% compared with 1.8% reduction in practices that were not involved.”*
- *“Originally was employed to implement a new financial information management system. My last post was as Deputy Director of Finance, managing payroll and all financial management functions and staff including capital, management accounts, financial accounts and financial systems. Reported directly to the Director of Finance, and worked on a service redesign project (Outpatients) for 6 months”*
- *“Assist the Director of Clinical Governance and the GP lead in implementing the PCT’s Clinical Governance agenda including the running of various annual Primary Care audits. Responsible for the PRIMIS project and improving data quality in Primary Care. To take responsibility for the establishment and maintenance of robust performance management arrangements across all functions of the PCT. To be the lead officer for all the PCT’s IM&T.”*



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- *“Supported critical performance improvement in 33 programme sites nationally with specific responsibility for 8 and provided bespoke tailored support to the wider NHS. 22 out of 29 sites achieved an improved patient experience through improvement in key performance indicators. Successfully reducing cancelled operations and improving operating theatre performance.”*
- *“Operational manager posts in clinical directorates, with significant budget (c.£10m) and staff management (c. 550 WTE) responsibilities, also, quality and contract management, capital and revenue business case development, very busy on call rota, led clinical and cultural change, especially when based at Hospital post merger.”*