#### Coaching:

At this point, you will be offered a choice of coaches. Your coach will be available to support you and your Line Manager throughout your LRS journey. Complete the self-assessment tool and discuss areas of strength and development with your Line Manager.

Encourage a three-way development discussion with your Line Manager and their Line Manager.

Complete your portfolio of objectives and evidence and submit for assessment.

No

Yes

You will then progress to the

**Development Pool.** 

Successful?

Here, you will work towards your identified development.
Once this has been signed off by two senior colleagues, you will be invited to present key elements of your portfolio and answer values-based questions, covering: Personal Impact, Outstanding Leadership, Organisational Effectiveness

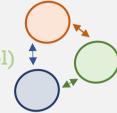
If you are unsuccessful, you will return to the Development Pool and identify further development needs.



# LRS Process

Leadership, Resourcing and Succession

(Getting to the Development Pool)



If your portfolio is unsuccessful, you will receive feedback and support to update and resubmit your portfolio.

#### **Development Pool:**

This is where you will undergo your relevant development and access opportunities including:

- Induction and collect supporting materials
- Learning and Development courses and training
- Support completing a skills gap plan to identify development objectives
- Regular check ins with LRS and L&D teams
- Day in the life opportunities





Following success in your presentation and values-based questioning, you will move to the **Resource Pool.** 



## LRS Process

Leadership, Resourcing and Succession

(The Resource Pool)

### **Resource Pool:**

Here, you will be 'ready for role'. You will continue to access relevant development. This may include longer programs such as the Leadership Program.

 Whilst in the Resource Pool, there will also be opportunities for secondments and temporary positions.

Once in the Resource Pool, you will have the opportunity to apply for a role. The current application process for those in the Resource Pool is a role-specific interview.

Following your interview, there are three potential outcomes:

Unsuccessful candidates who did not meet the standard – look at development objectives and establish further development opportunities and support.

Unsuccessful candidates who met
the standard but were not
appointed – invited to the
respective Resource Pool for up to
12 months. When there is a new
(matching) role, you can apply. You
will enter the process at
role-specific interview.

**Successful** in role-specific interview and enter new role. It is at this point that your journey in the LRS is complete.