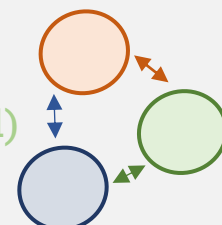




LRS Process

Leadership, Resourcing and Succession

(Getting to the Development Pool)



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.

Successful?

No

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

Yes

You will then progress to the **Development Pool**.

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

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 and Service Delivery.

Successful?

No

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

Yes

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





LRS Process

Leadership, Resourcing and Succession

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.

(The Resource Pool)

