

Library & Knowledge Service :: Facilitating evidence-based decision making

Contact us ...

Tel: 01625 66 1362

2nd Floor, New Alderley House, East Cheshire NHS Trust
Victoria Road, Macclesfield SK10 3BL

Email: ecn-tr.stafflibrary@nhs.net



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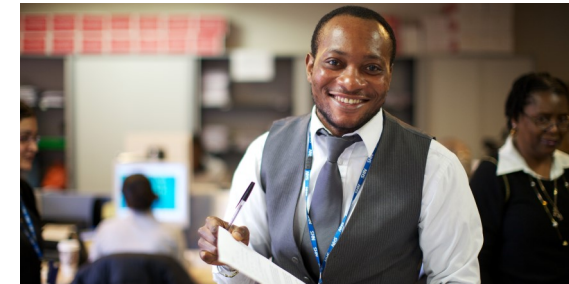


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Resources



Talent
management
& leadership

October 2021



What is talent management?

“We know why great leadership matters. It’s clear (and supported by much research) that having well-led workforces creates greater engagement, higher performance and improved patient outcomes. But why does Talent Management matter? Our NHS sustainability and success is dependent on having the right people with the right skills in the right roles – with the right behaviours and values.” (NHS Leadership Academy, 2015)

NHS resources:

- <http://www.leadershipacademy.nhs.uk/resources/talent-management-hub/>
- <http://www.nhsemployers.org/campaigns/organisational-development/do-od-tools-and-resources/talent-management>
- <https://improvement.nhs.uk/resources/developing-people-improving-care/>
- <http://www.nwacademy.nhs.uk/discover/talent>
- <https://www.electronicstaffrecord.nhs.uk/functionality/talent-management/>

Online resources:

- Talent Management: Developing leadership not just leaders (The Kings Fund) - <https://www.kingsfund.org.uk/publications/talent-management>
- The NHS has got talent: managing staff potential (HSJ article) - <https://www.hsj.co.uk/topics/leadership/the-nhs-has-got-talent-managing-staff-potential/5063722.article>
- The four steps to capitalise on talent management in the NHS (HSJ article) - <https://www.hsj.co.uk/topics/leadership/the-four-steps-to-capitalise-on-talent-management-in-the-nhs/5085486.article>
- What should your talent management strategy look like? <http://www.hrzone.com/talent/development/what-should-your-talent-management-strategy-look-like>
- Talent management (CIPD) - <https://www.cipd.co.uk/knowledge/strategy/resourcing/talent-factsheet#>

