

# finding solutions



## clinical leadership case study

### The Client

This Zenon client is a PCT in London where the Director of Quality and Development experienced difficulties recruiting project managers to support her in her work. The fast pace of change means that two full time experienced professionals are needed to enable work to progress her many portfolios of work.

### The Requirement

The client needed to recruit two full time post holders into two secondments on a six month contract. The contract requested that the target audience should be at band 7/8a within the organisation

The two post holders should be adequately experienced to deal with quite senior portfolios of work and both require a framework to work within during their six month secondment to the Quality and Development Directorate.

The team needed to be sure that they were recruiting two professional who had the skills to be able to deliver modernisation portfolios of work.

The selection process would be as inclusive as possible to all eligible post holders including practice nurses and nurse specialists across the organisation.

Both successful secondees completed a professional development plan ( PDP) prior to their start dates.

### The Solution

Zenon Consulting were able to offer a solution which

informed all band 7/8a post holders of the wins associated with a secondment to the Director of Quality and Developments Directorate, this message was delivered using dynamic and solution focused workshops with key stakeholders. Workshops were used to market the concept and the opportunity to work at a more corporate level.

The first stage of selection was set out as a “Dragons Den” where potential secondees were asked to demonstrate their passion and motivation for the secondment opportunity using a creative 10 minute pitch with a selected interview panel.

### The Results

Two post holders were appointed, a band 7 Health Visitor and a band 8 physiotherapist. Their secondments offered them opportunities to work alongside the corporate team and to take on high level portfolios of work. The mentorship model to support them has enabled them to grow in a supportive environment. Both post holders are now close to completing their six month secondment , both are highly motivated to further progress their careers in a new and dynamic way. The learning for both clinicians has been mammoth but hugely valuable. The Director has successfully completed two very large projects.



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