

The following describes each area of the MPC-T.

Grey (New) – Employees new to role need time to understand their new role, expectations and how to maximise their potential within it.

Green – Employees here need our targeted support in reaching their full potential.

Gold – Employees here always exhibit the right behaviours and always meet performance expectations / outcomes.

Purple –

Ready now – Role model with the highest levels of performance and demonstrates role model behaviours and show potential and ambition to move on within 12 months

Ready soon – Performs to a high level with consistent results and demonstrates role model behaviours. Shows low/moderate potential and ambition to move into a leadership role within 1–3 years

Professional Talent – Performs to high level with consistent results, shows upward potential and ambition to move into leadership role within 3–5 years

Technical Expert – Performs to a high level with consistent results however shows little or no ambition to move to a leadership role, may naturally move towards advancing their technical expertise in their current role

Orange – Employees here demonstrate the right behaviours and values, but need support to be able to meet or even succeed performance expectations and demonstrate outcomes.

Blue – Employees here may be meeting their performance expectations / outcomes, but they may not always demonstrate the right behaviours in doing so and require support in aligning their behaviour.

Please go to the NHS Talent Management Hub for further supportive tools and resources.

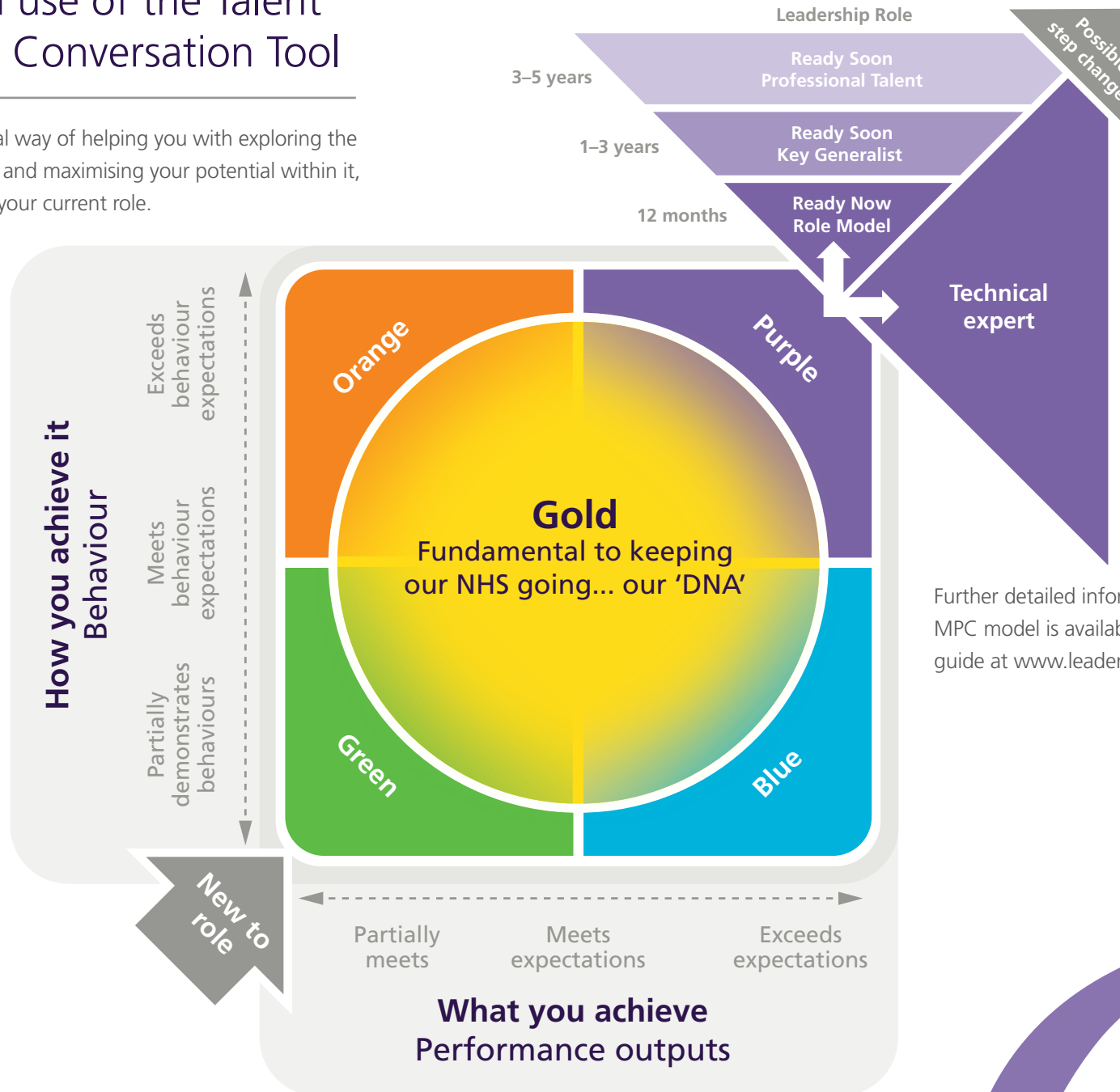
<http://www.leadershipacademy.nhs.uk/talent>

Overview and use of the Maximising Potential Conversation Tool



Overview and use of the Talent Management Conversation Tool

Essentially the tool is a visual way of helping you with exploring the journey in your current role and maximising your potential within it, and your potential beyond your current role.



Further detailed information of each section of the MPC model is available within the full navigation guide at www.leadershipacademy.nhs.uk/talent