

Depth

(deepening your chosen specialism)

- Technical expert**
- Present at national events and conferences recognised for technical expertise
 - Draft expert papers *
 - Educate, develop, and [mentor](#) colleagues
 - [Sponsoring others](#) (lift as you rise)
 - Gain [professional qualifications](#)
 - Take on external secondment
 - Champion knowledge-sharing across area of expertise and share best-practice
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- Core contributor**
- Increase system [system exposure](#)
 - Technical knowledge and skills development
 - [Mentoring](#) others
 - [Internal secondment/move](#)
 - Learning and development via [Leadership Academies](#) and similar
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- Developing specialist**
- Consolidate experience in current role
 - Develop impact and [influencing skills](#)
 - Strengthen stakeholder relationships
 - Develop relevant [technical knowledge](#) and skills
 - Deepen NHS/organisation/ system and [role-specific knowledge](#)
 - Work with a local [buddy](#)

Breadth

(building your career into areas beyond a single specialism and out into other areas)

- Versatile contributor**
- Take on cross-functional/organisation/ system projects and to know counterparts in other areas *
 - Undertake [management/leadership development](#)
 - Senior [mentoring/sponsoring](#) others
 - Take on external secondment
 - [Increase exposure](#) to wider strategy and transformation
 - Gain [professional qualifications](#)
 - Increase understanding around [governance](#) and assurance
 - Champion knowledge sharing and best-practice
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- All-rounder**
- Take on projects outside current team or function *
 - Increase [system exposure](#) and networks externally
 - [Mentoring](#) others
 - [Internal secondment/move](#)
 - Learning and development via [Leadership Academies](#)
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- Developing contributor**
- Consolidate experience in current role
 - Develop impact and [influencing skills](#)
 - Strengthen stakeholder relationships
 - Widen sector/[professional knowledge](#)
 - Deepen NHS/organisation/system and [role-specific knowledge](#)
 - Work with a local [buddy](#)

Stretch/Complexity

(growing beyond your role, moving to positions of greater complexity and influence, and increasing in leadership impact)

- Agile performer**
- Formal [leadership development](#) and gain wider leadership experience/accountability
 - Active in external networks
 - [Coaching/sponsoring](#) others
 - Strategic project accountability
 - Increase exposure to wider strategy and long-term transformation *
 - Improve understanding of [national policy](#)
 - Increase understanding around [governance](#) and assurance
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- Emerging influencer**
- Consolidate advanced knowledge/experience in current role
 - Develop [internal](#) and external networks
 - Acting up opportunities *
 - [Coaching/sponsoring](#) others
 - Improve strategic, longer-term thinking (i.e. broad not narrow)
 - Take on organisation-wide responsibilities
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- Proven professional**
- Proactively build external networks in new field/level
 - [Coaching](#) others
 - Develop higher-level capabilities/insight
 - Develop impact and [influencing skills](#) with more senior stakeholder groups

Contact your [Regional Academy](#) for further development opportunitiesFor practical tools and resources to support you in your career development, please visit the Career Resource Portal via the Leadership Academy [Online Learning Platform](#)

* Examples of opportunities to develop in these areas within our organisation include Messenger Review, KARK Review, Hewitt Review and The Delivery and Continuous Improvement Review