Summary of Programme content

1. **Programme A – Member Coaching Programme**
   This programme will be made available to the Cabinet Team, followed later in the year by all the remaining members. The programme will consist of 360 degree feedback, one-to-one coaching and joint working sessions with CLT.

2. **Programme B - High Performance Development Programme (Level 1-4 managers).**

   This programme is delivered over 2 blocks of 2 days with a 6 week gap between. This allows times for attendees to undergo a forensic and searching 360 degree feedback process. Managers attending this programme will go on to support and deliver elements of programme D detailed below.

3. **Programme C - High Performance Development Programme (Level 5-7 manager)**

   This programme will be delivered to all of our middle and first-line managers (classed as Level 5/6/7 managers), approximately 850 people and will consist of 2 day Introduction to High Performance & Leadership training and 1 day of conflict resolution training. This programme will be supported by 3 x ½ day group supervision sessions per delegate over 12 month period.

4. **Programme D – Coaching Programme (Level 1-7 manager)**

   This programme will provide our Level 1-7managers, who have no experience of coaching with an introduction to how coaching can help them in their day to day management. It is estimated that over a period of 4 years, over 1,000 managers will take part in this training. The programme will be for 2 days and will be delivered, in part, by delegates (senior managers) who have completed Programme B and have gone through a train-the-trainer programme. This enables us to keep down costs and makes the programme more sustainable into the future. Individuals will be encouraged to draw on SCC coaches from within our Coaching pool for continued coach/supervision.

5. **Programme E - Self Managed Learning**

   The council already has a number of in-house resources available to all staff to gain a basic understanding of the development programme. This is intended to encourage staff to engage with the opportunities for coaching and career planning. Resources available include:

   - Coaching e-Learning
   - NLP e-Learning
   - Leadership resource page
   - Finding a coach for mentoring, career development and support through The Council's coaching pool

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