

Management and Leadership Programme Overview

Surrey County Council Leadership Expectations 2017-2020

➤ Culture ➤ Innovation ➤ One Team ➤ Thinking Ahead

Areas of focus for development (Learning Outcomes)

Values and behaviours | Leadership Style | Skills development | Systems thinking

Open Leadership Offer

This is an open programme for anyone who manages and leads at the council. A mix of scenario based resources and activities will be available to support working at different levels of complexity.

Offer will include:

- **Modular workshops to develop strategic leadership skills**
- Leadership community on Jive
- Online resources – leadership theories, models and toolkits
- Key topic workshops
- Expert masterclasses
- CEDR led TED talk discussions
- Bespoke leadership team development
- Bespoke systems leadership development
- Immersive real work challenges

Participants will design their own development plan with their line managers based on a range of self and manager led diagnostics.

Key topics will be available to address areas indicated by Staff Survey and from CIPN.

Frontline Leaders programme

This is a targeted programme for frontline leaders and managers. They will be nominated and prioritised to participate by their management teams based on specific criteria, such as:

- ✓ Performs a resident facing role in a complex area of the organisation
- ✓ Responsible for managing/ leading local system change
- ✓ Those who were not part of the HPDP cohorts

Offer will include:

- Jive space for discussions and to share knowledge
- Group coaching or learning sets (within context or system)
- Online resources and toolkits
- Immersive real work challenges

On subjects such as (based on feedback from CIPN):

- Networking and building relationships
- Innovation & Knowledge sharing
- Decision making
- Storytelling

Strategic Leaders programme

This is a targeted programme for future organisation and service leaders. They will be nominated to participate by Heads of Service and Directors based on eligibility criteria, such as:

- ✓ Demonstrates high people management capability
- ✓ Positively role models values and behaviours
- ✓ Initiative and drive to progress career

Offer will include:

- Jive space for discussions and to share knowledge
- Group coaching or learning sets (within context or system)
- Online resources and toolkits
- Immersive real work challenges

On subjects such as:

- Understanding strategic leadership
- Understanding self
- Leading others
- Systems l'ship and partnership working
- Evidence based decision making
- Delivering, measuring and sharing results

Core Management Offer (Managing Others)

Audience: Anyone with formal or informal line management responsibility

Offer will include: **An aspiring offer for non – managerial staff, ILM5 Diploma (PS10 and above) ILM level 3 Diplomas (PS9 and below) apprenticeship levy, Core management modules of key subject including performance management, managing self an teams, HR Policy, access to the open offer.**

All Employees (Managing Self)

➤ Customer Focussed ➤ Developing Self and Others ➤ Work as One Team ➤ Make things Happen





➤ Be the Best we can be ➤ Communicate with Purpose

