

Leadership Essentials Feedback 2018-19

A survey of delegates

2018-2019



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Acknowledgements

The Local Government Association (LGA) Research and Information team would like to thank all the councillors who took part in this survey.

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Summary

The Local Government Association's (LGA's) 'Leadership Essentials' is a series of events designed as themed learning opportunities for councillors. Each event concentrates on a specific portfolio area, such as planning or children's services, or a specific theme, such as communications or digital leadership. The programme for 2018/19 consisted of 17 courses. This short report presents the findings from the feedback forms completed by 352 delegates at the end of their respective courses.

Methodology

All Leadership Essentials delegates were invited to complete a short feedback form at the end of their course. Of the 412 surveys handed out between July 2018 and March 2019, 352 were completed – a response rate of 85 per cent.

Key messages

This survey found a high level of satisfaction among respondents with the Leadership Essentials programme for 2018/19, with none indicating dissatisfaction. More than nine out of ten respondents said their objectives for taking part a course had been achieved. The results indicate that the programme had a confidence-building impact on those taking part, with six out of ten respondents feeling much more confident in their ability to carry out their councillor role having participated in a course. Almost all respondents said they would recommend their respective course to fellow councillors.

Introduction

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Methodology

All Leadership Essentials delegates were invited to complete a short feedback form at the end of their course (see Annex A). The aim of the survey was to gather information to help the LGA ensure that its future leadership training best meets the needs of councillors. The results presented in this report have been aggregated, and no individuals or authorities are identified in this report.

Of the 412 surveys handed out between July 2018 and March 2019, 352 were completed – an 85 per cent response rate.

Where tables and figures report the base, the description in brackets refers to the group of people who were asked the question. The number provided refers to the number of respondents who answered each question. Throughout the report percentages in figures and tables may add to more than 100 per cent due to rounding.

Leadership Essentials Feedback 2018-19

This section provides full results for each survey question.

Satisfaction with course

Most respondents (98 per cent) were 'very satisfied' or 'fairly satisfied' with the Leadership Essentials course they had attended. The remaining two per cent were 'neither satisfied nor dissatisfied'. No respondent indicated dissatisfaction (see Table 1).

Table 1: Overall, how satisfied or dissatisfied were you with this Leadership Essentials course?

	Per cent
Very or fairly satisfied	98
Very satisfied	79
Fairly satisfied	19
Neither satisfied nor dissatisfied	2
Fairly dissatisfied	0
Very dissatisfied	0
Don't know	0

Base: (all respondents) 346

Impact on confidence

Six out of ten respondents (61 per cent) selected 'to a great extent' when asked about the level to which they felt more confident in their ability to carry out their role, having participated in a Leadership Essentials course. A further 36 per cent said 'to a moderate extent', three per cent said 'to a small extent' and one per cent said 'not at all' (see Table 2).

Table 2: To what extent, if at all, do you feel more confident in your ability to carry out your role, having participated in the course?

	Per cent
To a great or moderate extent	97
To a great extent	61
To a moderate extent	36
To a small extent	3
Not at all	1
Don't know	0

Base: (all respondents) 349

Objectives for taking part

'To network and learn from other councillors' was the most commonly selected objective for taking part in a Leadership Essentials course (83 per cent of respondents selected this objective). The second most commonly selected objective was 'to develop my capacity to lead' (65 per cent), and the third was 'to learn about the latest developments' (63 per cent). See Table 3.

Table 3: What were your objectives in taking part in the course?	
	Per cent
To network and learn from other councillors	83
To develop my capacity to lead	65
To learn about the latest developments	63
To explore and test new ways of working	59
To share my experiences with others	46
To refresh or sharpen my leadership skills	43
To work with others on the big issues facing the sector	43
Other (please specify)	9
Don't know	0

Base: (all respondents) 352

Ninety two per cent of respondents said their objectives for taking part in a Leadership Essentials course had been 'fully achieved' or 'largely achieved' – meaning all or most of their goals had been met (see Table 4).

Table 4: Were the objectives that you had for taking part in the course achieved?	
	Per cent
Fully or largely achieved	92
Fully achieved (met all goals)	38
Largely achieved (met most goals)	54
Partially achieved (met some goals)	8
Not achieved (met none of the goals)	0
Don't know	0

Base: (all respondents) 344

Likelihood of recommending the course

Ninety eight per cent of respondents said, if they were asked, it was 'very likely' or 'fairly likely' that they would recommend Leadership Essentials courses to fellow councillors, taking everything into consideration. One per cent of respondents said they were 'not very likely' to recommend the course they attended, and a further one per cent was unsure. See Table 5.

Table 5: Taking everything in to consideration, how likely would you be to recommend this Leadership Essentials course to fellow councillors if asked about it?

	Per cent
Very or fairly likely	98
Very likely	87
Fairly likely	11
Not very likely	1
Not at all likely	0
Don't know	1

Base: (all respondents) 327

Further comments

Respondents were given the opportunity to provide further comments that could be used as quotes to promote Leadership Essentials to future participants. 113 respondents gave feedback.

Of the feedback given, most respondents praised the shared learning and networking opportunities the programme provided. Courses were said to have given delegates the chance to hear from fellow councillors from a variety of other local authorities. The results of this networking included testing out and exchanging ideas, benchmark against others, learning about solutions, and gaining inspiration. Examples included:

“A great way to learn, share knowledge and gain valuable experience from others who like you are passionate about what they are trying to achieve.”

Leadership Essentials, Finance

“Absolutely engaging course. The success was the networking with the other authorities and the challenge it brings to the way you work.”

Leadership Essentials, Decision Making

“Difficult to underestimate the benefits of councillors’ shared experiences and Q&A with informed professionals.”

Leadership Essentials, West Midlands Children's Services Event

“There are very few networking and learning opportunities that brings together councillors from across the country. Leadership Essentials is a great way to facilitate the sharing of ideas and best practice not only between councillors but also from experts in their sector.”

Leadership Essentials, Finance

Respondents also praised the content of Leadership Essentials' training material. It was described as 'thought-provoking', 'engaging', and 'hard-hitting', in-depth and 'informative'. Examples included:

"It was a really engaging, thought-provoking and eye opening course with excellent networking opportunity."
Leadership Essentials, Children's Services Programme

"Extremely informative course with tools to access further information."
Leadership Essentials, North East Prevent and Counter Extremism

"It was a really engaging, thought-provoking and eye opening course with excellent networking opportunity."
Leadership Essentials, Children's Services Programme

Feedback from respondents also mentioned the success of the Leadership Essentials programme in generating and disseminating new ideas, and challenging old ways of thinking and working. For example:

"A bigger picture, opening up your way of looking and reviewing the way you make decisions. A greater understanding."
Leadership Essentials, Children's Services Programme

"This course has provided the opportunity both to learn new things and to explore existing ideas with others who share the same, or similar experiences and challenges."
Leadership Essentials, Effective Scrutiny

Several respondents, in their open comments, said they would recommend the Leadership Essentials programme to colleagues, for instance:

"As a lead member, this course is a must..."
Leadership Essentials, Children's Services Programme

"Everybody needs to do it. The experience is fantastic."
Political Leadership Masterclass, Working with the Media

"The best 'working weekend' of the year. Very highly recommended."
Leadership Essentials, Finance

A final notable theme to be raised by respondents were the practical skills and tools learned at Leadership Essentials courses that could prove useful in starting new conversations within councils, and could led to positive change:

"Extremely informative course with tools to access further information."
Leadership Essentials, North East Prevent and Counter Extremism

“Excellent course. Challenged our thinking. Gave me a good to-do list.”
Leadership Essentials, Health and Wellbeing

“An excellent thought-provoking couple of days with a massive action
list.”

Leadership Essentials, Finance

Annex A: Leadership Essentials Feedback Form

1) Please enter your details below:	
Name:	Council:
Role:	Course name:

2) Overall, how satisfied or dissatisfied were you with this Leadership Essentials course?	
Please tick one option	
Very satisfied	<input type="checkbox"/>
Fairly satisfied	<input type="checkbox"/>
Neither satisfied nor dissatisfied	<input type="checkbox"/>
Fairly dissatisfied	<input type="checkbox"/>
Very dissatisfied	<input type="checkbox"/>
Don't know	<input type="checkbox"/>

3) To what extent, if at all, do you feel more confident in your ability to carry out your role, having participated in the course?	
Please tick one option	
To a great extent	<input type="checkbox"/>
To a moderate extent	<input type="checkbox"/>
To a small extent	<input type="checkbox"/>
Not at all	<input type="checkbox"/>
Don't know	<input type="checkbox"/>

4) What were your objectives in taking part in the course?	
Please tick all that apply	
To develop my capacity to lead	<input type="checkbox"/>
To refresh or sharpen my leadership skills	<input type="checkbox"/>
To share my experiences with others	<input type="checkbox"/>
To network and learn from other councillors	<input type="checkbox"/>
To learn about the latest developments	<input type="checkbox"/>
To work with others on the big issues facing the sector	<input type="checkbox"/>
To explore and test new ways of working	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>
Don't know (please go to Q6)	<input type="checkbox"/>

5) Were the objectives that you had for taking part in the course achieved? (If you selected 'don't know' to Q4, please go to Q6.)	
Please tick one option	
Fully achieved (met all goals)	<input type="checkbox"/>
Largely achieved (met most goals)	<input type="checkbox"/>
Partially achieved (met some goals)	<input type="checkbox"/>
Not achieved (met none of the goals)	<input type="checkbox"/>
Don't know	<input type="checkbox"/>

6) Taking everything into consideration, how likely would you be to recommend this Leadership Essentials course to fellow councillors if asked about it?

Please tick one option

Very likely	
Fairly likely	
Not very likely	
Not at all likely	
Don't know	

7) We would welcome any comments that we could use as quotes to promote Leadership Essentials to future participants. Please use the space below.

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Local Government Association

Local Government House
Smith Square
London SW1P 3HZ

Telephone 020 7664 3000

Fax 020 7664 3030

Email info@local.gov.uk

www.local.gov.uk

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