

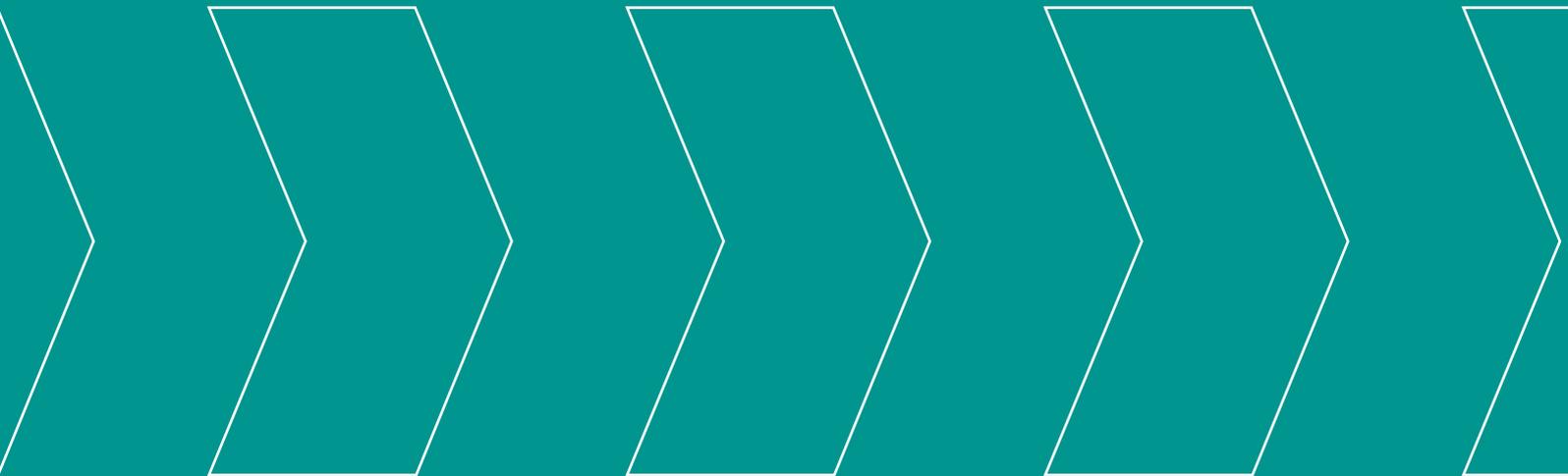


**Aspiring Future  
Public Sector Leaders**



# **Aspiring Future Public Sector Leaders**

– our programme for  
middle managers who  
are ready to step into  
senior leadership roles



## Aspiring Future Public Sector Leaders

SOLACE Enterprises is an approved provider of development programmes for the Institute of Leadership and Management (ILM). Aspiring Future Public Sector Leaders is now an ILM development programme in recognition of the scope and depth of the content.

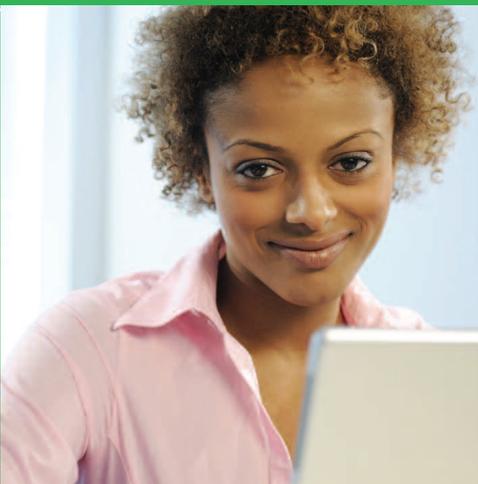
### Building your leadership potential

- Targeted development designed specifically for public sector managers ready for their next career step
- An eight day programme providing a unique mix of challenging content, intensive support and practical skills development
- Delivered by expert development specialists and public sector managers, pooling their experience
- A total cost of just **£2760 plus VAT including ILM registration and certification**. Discounts may be possible for two or more bookings. Please contact us for details.

### Who will be on it?

Managers and leaders in organisations who may already see themselves as successful and who aspire to achieve more: people like you. It will be the kind of programme where the people you meet and work with will be an important part of your growing network of supportive colleagues.

Developed in consultation with SOLACENet members, the Society of Local Authority Chief Executives and Senior Managers management network, this signature leadership programme is based on research and our extensive experience of working with all types of public sector organisations. It has been successfully piloted with managers from across the public sector and refined in the light of their feedback. We believe we have got a very strong programme that focuses participants on their own development in a positive way for them, their teams and their organisations.



Aspiring  
Future  
Public Sector  
Leaders

“

Thought provoking and challenging

All facilitators were enthusiastic, engaging and informative

Reinforcement of good practice and useful theory

Liked opportunities to understand practical applications

Opportunity to explore behavioural impacts on partnerships

OpenStrategy is a good, simple and effective tool that I will use

Has contributed to my positive outlook to work and confidence

The pace of learning and interactivity were perfectly set for me

Excellent  
development  
opportunity

”



## What will I learn?

This programme has been tailored to meet the needs of future senior leaders in the public sector. It addresses the areas that people told us mattered to them when we did our research, and has been refined through our experience of running it over the last year.

We include in our programme:

- Leadership and how to be effective in the ‘shifting sands’ of the public sector.
- Strategic thinking in public services: how to ‘step out of the operational’ and think strategically for your organisation.
- Working collaboratively across organisations: how to work in the growing realm of partnerships, constructively and with influence.
- Performance coaching: how to support and develop others and improve organisational performance.

We will bring in key speakers for twilight sessions who can share their experience with participants. These sessions will be in addition to the workshops and will be on topics of interest for senior people in organisations.

As part of the workshops, there will be small groups meeting in an Action Learning Set with a skilled facilitator. This will take place in the first three modules and will provide an opportunity for managers across organisations to share ideas and consider the issues that matter to them.



# Aspiring Future Public Sector Leaders

## The structure of the programme

### Module One

#### Leadership Challenges

- Defining leadership in context
- Pedler Burgoyne Boydell model
- Self-reflection on leadership challenges
- Change and your organisation

### Module Two

#### Strategic Thinking in Public Services

- Introduction to strategic thinking
- Tools for strategy development
- Leading strategic direction
- Creating a sense of mission
- Scenario planning
- Action Learning

### Module Three

#### Working Collaboratively across Organisations

- Case study on effective collaborative working
- Performance management across partnerships
- OpenStrategy: a tool for mapping strategies across partners
- Partnership assessment tool applied
- Cultural issues in partnerships
- Action Learning

### Module Four

#### Coaching for High Performance

- Defining executive and performance coaching
- Practising coaching skills
- The HOPES process as a tool
- Performance coaching skills
- Reflecting teams: team coaching
- Application in organisations

We offer a twilight session until 6.00 on the first evening of modules 1 – 3 and invite all participants to a celebratory meal on the first evening of module 4.

## **Who is facilitating the programme?**

Jeff Matthews has gained a reputation as a skilled coach, facilitator and developer of leaders. He is interested in developing leaders by playing to their strengths – supporting individuals to create a “leadership brand”. He has worked with a range of organisations, from major banks to retailers, and for all types of local authorities. He is a facilitator on the IDeA Academy for Executive Leadership.

Andrew Odgers is a management consultant who specialises in people and organisational development. He is skilled in initiating and project managing innovative interventions in the public and private sectors to meet strategic business objectives and drive change. He has a particular interest in understanding the culture of large organisations and exploring how to change behaviour. Andrew has experience of operating in challenging, rapidly changing environments.

Sally Gitkin is a human resource development professional with a particular interest in developing leaders for the future. She is an experienced facilitator who has worked with individuals, teams and at an organisation-wide level. She has worked across the public sector on programmes designed to improve performance and develop a culture of co-operation and customer-focus. Sally is the Programme Manager for Aspiring Future Public Sector Leaders. You can contact her through the Resource Centre.

For more information including the dates and venues of our current programmes, please contact:

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