



PPMA Excellence in People
Management Awards 2021
Best Talent Programme finalist

LEADERSHIP DEVELOPMENT PROGRAMME

2022

ADEPT

The Association of Directors of Environment, Economy, Planning & Transport

It's never been a more exciting or challenging time to be a place leader

ADEPT's Leadership Development Programme is a unique opportunity for aspiring Directors of Place who want to move beyond their own specialisms to become future leaders.

In partnership with SOLACE (Society of Local Authority Chief Executives), ADEPT's inspirational programme has been designed specifically to explore how place leadership is evolving in a post-Covid landscape, where climate change and levelling up are at the forefront of local and national agendas.

To become a place leader, constantly balancing strategic priorities with the provision of day-to-day services, requires skilled leadership and the ability to bring a broad, cross-sector approach to the role.

The programme has been created for people currently in a Tier 3 or 4 senior leadership role. We are looking for applicants with ambition to make a difference to their places, their organisations and to ADEPT itself - our Leadership Team of the future.

Working with colleagues, place directors, course leaders and guest speakers, the programme will give you the opportunity to:

- Use time away from demanding roles to reflect on yourself as a leader
- Explore how to move from being a specialist / expert to a leader of place
- Build on previous leadership and management training
- Develop new skills, debate issues and explore challenges

Following highly successful previous years, we will be running two cohorts in 2022. Each programme will launch with a detailed overview of the aims, concepts and modules and an opportunity to network with colleagues. The launch is followed by four modules. The confirmed dates for 2022 are:

Programme

One-Day Launch:	Programme Launch
Two-day Workshop:	Module 1: Leadership and Change
Two-day Workshop:	Module 2: Strategic Thinking
Two-day Workshop:	Module 3: Working Collaboratively across Organisations
Two-day Workshop:	Module 4: Coaching for High Performance

Cohort 7

4 February 2022
9-10 March 2022
12-13 May 2022
14-15 July 2022
13-14 September 2022

Cohort 8

18 March 2022
26-27 April 2022
30 June - 1 July 2022
20-21 September 2022
30 Nov - 1 Dec 2022

We are seeking applications from a wide range of people and backgrounds. ADEPT is committed to providing opportunity, encouraging diversity and enabling both the programme and our organisation to benefit from fresh perspectives in an inclusive environment.

The entire programme costs £1,999* and we hope aspiring place directors will take advantage of a programme designed specifically for them. The deadline for applications is 7 January 2022.

If you are interested and would like to speak to someone, please contact Hannah Bartram - Hannah.bartram@eastsussex.gov.uk.

'This programme has been exceptionally helpful in providing an opportunity to reflect on my strengths and weaknesses as a leader. In particular, it has helped me to focus on the differences between leadership and management, and what sort of leader I want to be. I highly recommend this programme.'

'I would strongly recommend others within place directorates attend The ADEPT Leadership Development programme. The course content, split across five sessions, is easily manageable in addition to the busy day job. SOLACE do a great job at delivering thought-provoking sessions that are well structured with a strong focus on engagement and debate. The attendees from other authorities are all like-minded people which makes the discussion "current" in terms of the issues we all face.'

* Costs do not include accommodation and are subject to VAT at standard rate.

Programme Launch

Programme overview and network building

- Development programme overview
- Programme context and delivery approach
- Learning diaries
- The modules in more detail
- Plenary about programme: additional topics, emphases and guest speakers
- Introduction to Emotional Intelligence

Module 1: Leadership and Change

Exploring the role of leadership in delivering change

- Leadership - what do we mean?
- Identifying your own values and leadership proposition
- The leadership required for leaders of place
- Contrasting leadership and management
- The context for local government - understanding the VUCA environment
- Adaptive change
- Guest speaker and Action Learning Set 1

Module 2: Strategic Thinking

Thinking about the future and generating unique insights and opportunities

- Understanding the strategic context for public services and how leaders of place can respond to the challenge
- Creating a strategic overview
- Futurology - the link to new technology and big data
- Horizon scanning
- Political astuteness - building your political awareness
- Understanding governance structures
- Developing effective working relationships with key political stakeholders
- Evaluating your own strategic context
- Guest speaker and Action Learning Set 2

Module 3: Working Collaboratively across Organisations

How to establish a common purpose, a strong insistence on a whole systems approach and shared power to stimulate change

- The ADEPT context: partner and stakeholder mapping - who should we work more closely with
- Working collaboratively: effective partnership working across organisations, theory to practice
- Equality and diversity in place leadership
- Systems thinking
- Influencing skills, specifically working with the civil service / government to shape policy
- Making and keeping contact: exerting influence and effective networking
- Goal setting and committed action planning across organisational boundaries
- Guest speaker and Action Learning Set 3

Module 4: Coaching for High Performance

A coaching style of managing

- Your role in developing others - ensuring a pipeline of talent
- Understand solution-focused approaches
- Making progress with performers
- Skills practice
- Scaling to establish reality
- Make coaching work for you



Solace exists to enable you to reach your full potential, whether you're an organisation looking to develop your talent and attract the best in the business, an executive leader looking for access to industry expertise and an extensive network of forward-thinking professionals, or an individual at the start of your career in search of career guidance.

Great professionals enable great places. Solace is the network that makes it happen.

JOIN US TODAY

Membership of ADEPT offers numerous benefits to you and your organisation.

- A voice in contributing to government policy and initiatives
- A forum for networking and the exchange of ideas
- A chance to work with regional strategists and policy makers
- Use of ADEPT's extensive online resources and network

Call 07872 013707

Email secretariat@adeptnet.org.uk

Visit www.adeptnet.org.uk

ADEPT

The Association of Directors of Environment, Economy, Planning & Transport

