

# LEADERSHIP DEVELOPMENT PROGRAMME

2020

# ADEPT

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

## Excellence in leadership is something ADEPT not only promotes and supports, but also benefits from.

As part of our commitment to maximising sustainable growth in communities throughout the UK, we are offering a high level Leadership Development Programme for aspiring Directors of Place.

In partnership with SOLACE (Society of Local Authority Chief Executives), ADEPT's inspirational leadership programme is designed specifically to explore the demanding place director role and its challenges in an increasingly complex and uncertain environment.

The programme has been created for aspiring place directors who have reached Tier 3 senior leadership level. Working with a network of colleagues with similar ambitions, the programme will give participants the opportunity to:

- Develop new skills
- Build on previous leadership and management training
- Debate issues
- Explore challenges
- Hear from current Place Directors

The programme will launch on 7th February 2020, with a one-day session that will provide an overview of the aims, concepts and modules in more detail and an opportunity to network with colleagues. The launch is followed by four modules running from March to September 2020. The two-day workshops will cover:

### Leadership and Change

- Exploring the role of leadership in delivering change

### Strategic Thinking

- Thinking about the future and generating insights and opportunities

### Working Collaboratively

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

### Coaching for High Performance

- A coaching style of managing

### Action Learning Sets

- A facilitated group approach to learning and real problem solving skills based on enquiry and insight, rather than advice

We are seeking applications from a wide range of people and backgrounds. We are committed to delivering on our 50/50 initiative to encourage diversity and bring different perspectives to both the programme and ADEPT.

The entire programme costs £1,750\* and we hope aspiring place directors will take advantage of a programme designed specifically for them.

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



*'This programme has pushed me to practice a higher level of professionalism and focus on growing others.'*

*'I would highly recommend the programme to other senior managers and assistant directors.'*



*'I would recommend this programme wholeheartedly... a very focussed and empowering experience.'*

*'The opportunity to develop a network of managers... dealing with similar issues... has been invaluable.'*



## Launch Event

7 February 2020

### 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 (EI)

## Module 1: Leadership and Change

18 - 19 March 2020

### 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

12 - 13 May 2020

### 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

1 - 2 July 2020

### 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

2 - 3 September 2020

### 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](mailto:secretariat@adeptnet.org.uk)

**Visit** [www.adeptnet.org.uk](http://www.adeptnet.org.uk)

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