

The background of the top half of the page is a grid of squares. Each square contains a wooden pushpin, with the pushpins arranged in a pattern that creates a sense of depth and movement. The pushpins are light-colored wood and are placed at various angles, some pointing up, some down, and some to the side. The grid lines are thin and light-colored, creating a subtle pattern over the pushpins.

LEADERSHIP DEVELOPMENT PROGRAMME

2021

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 or 4 senior leadership role. Working with a network of colleagues with similar ambitions, the programme will give participants the opportunity to:

- Use time away from demanding roles to reflect on themselves as leaders
- Explore how to move from being a specialist/expert to being an effective leader
- Build on previous leadership and management training
- Develop new skills
- Debate issues
- Explore challenges
- Hear from current Place Directors

2019 and 2020 saw four separate cohorts take part in the programme. Following the success of previous years we will be running two cohorts in 2021. Each programme will launch 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, each consisting of a two-day workshop. The confirmed dates for 2021 are:

Programme

One-Day Launch:	Programme overview and network building
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 5

16 April 2021
10-11 May 2021
6-7 July 2021
9-10 September 2021
3-4 November 2021

Cohort 6

9 June 2021
8-9 July 2021
14-15 September 2021
29-30 November 2021
27-28 January 2022

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 £1,999* 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.'

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

Launch Event

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

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

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

Visit www.adeptnet.org.uk

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