

Stepping Into Leadership

The value of strong, resilient leaders should never be underestimated in any organisation. The Civil Service is a unique and complex environment with challenging times ahead and it requires leaders who can inspire confidence, identify talent and champion diversity. These are forward thinkers who can create strong partnerships, provide sound advice and manage through times of ambiguity and change.

Developing and nurturing such leaders is a crucial part of building a culture where employees are listened to, empowered and valued. For this reason, a new programme has been developed for managers taking on broader leadership roles, starting to manage larger teams or leading across teams or departments.

Description

This is a modular programme which introduces learners to three different aspects of leadership in the Civil Service – inspiring; engaging and empowering; and leading into the future.

Throughout the programme, learners operate in groups, allowing you to learn from your peers and to reflect on your experiences of leadership.

There will also be the opportunity to come together in smaller research and coaching groups. The relationships you build will help you progress your career and confidently lead your teams through current and future challenges.

What does it involve?

Ahead of the first learning module, you will join a virtual meeting with your cohort and tutor, as well as completing several preparatory activities, including a 360-degree exercise and a psychometric assessment of your existing leadership skills. On completion of these, you will receive one-to-one feedback from your tutor.

Each of the three subsequent modules features articles, videos and reflective tasks which are used to support and enhance a workshop.

The first module, on inspiring leadership, focuses on your personal leadership brand and the impact it has on the people around you. You'll consider your own strengths and development needs, learn how to improve your communication style and how to create a personal leadership vision. After this module, you will work in smaller coaching groups to support each other and to apply your learning.

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Stepping Into Leadership (cont.)

The second module, on engaging and empowering leadership, looks at how you build the trusting relationships you need to engage and empower your teams. It also explores coaching skills and how emotional intelligence, behavioural insights and neuro science can help you sustain a high-performance environment.

The final module, on leading into the future, considers the role of leaders in driving the innovation required for the public services of the future. This looks at working in partnership, remaining resilient and having the confidence to challenge upwards and be challenged yourself.

After both the second and the third modules, you will take part in a facilitated action research group. This will allow you and five other learners to research an area of leadership and to help you reflect on and apply your learning.


What's the outcome?

Completing this programme will show you how to establish, develop and promote your own leadership presence and brand. You'll learn how to:

- build trusting relationships and empower your teams to deliver the best possible outcomes.
- work in partnership with others and translate organisational strategy into a compelling narrative to engage your colleagues in times of uncertainty and ambiguity.

As a result of your learning, you'll champion diversity and create an inclusive working environment. You'll develop partnerships to deliver great public services as well as looking for ways of improving those services still further in the future. And as a straightforward and honest leader, you won't shy away from speaking the truth, no matter how unpalatable, and making tough decisions.

Delivery method:

F2F 

VLE 

How to book

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