

Leadership & Localism: Update on progress

Purpose of report?

For information.

Summary

Recruitment to the 2013 (Cohort 15) intake to the National Graduate Development Programme is now in its final stage. There continues to be strong support and interest in the programme amongst both councils and graduates.

All party groups continue to show interest in the Next Generation programme and the 2013/14 programme was launched at the LGA Conference.

The content of the Leadership Academy programme has been revised and updated. The first of the new modules commences on 13 July.

We continue to work in partnership with other bodies to promote leadership development for both councillors and senior managers and to update materials to support councillor development at a local level.

The overall leadership offer is being reviewed and revised with the support of a working party from the Improvement & Innovation Board.

Recommendation(s)

The Board is asked to note the progress made on the 2013/14 programmes.

Action

Officers to continue to deliver the programmes in the light of members' guidance.

Contact officer: Pascoe Sawyers
Position: Principal Adviser
Phone no: 0207 664 3053
E-mail: Pascoe.sawyers@local.gov.uk

Leadership & Localism: Update on programmes and activities

Background

1. The Leadership and Localism team runs a series of leadership development programmes with an annual intake as well as a range of other events and initiatives.

National Graduate Development Programme (NGDP)

2. The NGDP continues to generate a high level of interest and support from both councils and graduates. There were over 2,500 applications for Cohort 15 (the 2013 intake). Through a series of assessment exercises this has been reduced to the final 125 who are now being interviewed for placement with the participating councils.
3. The table below sets out the current numbers for Cohort 15 with the intakes of the previous two years. Five of the thirty four councils participating in Cohort 15 have not been involved in the programme before, and three other councils are still thinking about joining the scheme for the first time. There are also a few councils who will be taking up the new option of having us support them to recruit locally but sending their appointees on the programme. This could further increase the final numbers. The Induction event for Cohort 15 is to be held on 15/16 October 2013.

Cohort Year of Intake	13 (Actual) 2011		14 (Actual) 2012		15 (To date) 2013	
	Trainees	Councils	Trainees	Councils	Trainees	Councils
Total	47	25	92	44	71 (80 projected)	34 (38 projected)
East Midlands	0	0	5	1	4	1
East of England	2	1	12	8	8	5
London	30	14	40	16	33	13
North East	2	1	1	1	1	1
North West	2	2	7	2	2	1
South East	6	3	12	6	7	5
South West	2	2	4	3	4	2
West Midlands	0	0	1	1	3	2
Yorks & Humber	3	2	6	4	5	2
National Bodies	0	0	2	1	2	1
Wales	0	0	2	1	2	1

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4. A small number of councils are not participating in Cohort 15. Leeds, Suffolk and RB of Kingston upon Thames, for example, have decided to run their own graduate programmes and a number of other councils only take graduates every other year.
5. Cohort 13 will have its closing event on 25/26 July 2013.

Next Generation

6. For the 2013 Next Generation programme we will continue to work closely with the political offices to promote applications and also to raise the calibre and quality of the applications. The programme was launched at the LGA Conference with recruitment over the summer and the development programmes commencing in the autumn.

Leadership Academy

7. As part of the retendering exercise undertaken in 2012/13 the content of the main Leadership Academy programme has been revised and updated to better reflect the changing local government context. Providers were selected and contracted on the basis of their ability to deliver the revised programme.
8. The new series of LA main programmes commence on 13/14 July with module one of Cohort 135 which has 17 participants. In total 61 participants are booked on the four programmes that have so far been scheduled.
9. A total of 71 delegates have so far booked places on our various Leadership Academy Focused programmes and two (one on Children's Services and one on Sport) have been delivered to date.

Working with the District Councils' Network (DCN)

10. Through 2012/13 we worked with DCN to develop a 24hr workshop event for council leaders and chief executives of district councils to explore the leadership challenges around the improvement agenda. The workshop, *Leadership for Improvement*, ran twice in January / March 2013. In total 57 participated (26 leaders and 31 chief executives/senior managers). The workshops were well received and two more are planned to be held in July and October 2013.

Work with SOLACE

11. We continue to work with SOLACE and others to identify the development needs of senior managers and develop programmes to address them. We are currently cooperating in a research project, being conducted by Skills for Justice, to identify the skills sets required by new and future chief executives given the changing local government context. The initial findings were shared and discussed at a fringe event at the LGA Conference.

Promoting Councillor Development

12. Together with the regional LGA/employer bodies (e.g. South East Employers and East Midlands Councils) we continue to promote and support sub-regional and local councillor development activities including the Member Development Charter.
13. During 2012/13 we completed the revision of the twenty councillor skills workbooks available through Knowledge Hub and revised the Political Skills Framework. We also developed presentations and materials to support half-day workshops on five of the most popular skills topics for delivery in-house.

Review of the Leadership Offer

14. Given the reduced budgets and staff restructuring we are conducting a review of the whole leadership offer to councillors. The review will prioritise and reconfigure our activities so that we maximise the impact of the available resources. We expect to complete the review in the autumn of 2013. The remainder of the year is likely to be spent developing the new offer which would come fully into effect in 2014/15.

It is intended that each programme will have a built in long term evaluation process.

Conclusion and next steps

15. The progress made is in line with the LGA's 2013/14 Business Plan and with the priorities emerging from the review of the Leadership offer. We will continue to develop and deliver the programmes of work accordingly.

Financial Implications

16. There are no financial implications for the current year that cannot be met from within the allocated budgets for 2013/14.