

14 July 2015

Launch of the 2015/16 Highlighting Leadership offer

Purpose

For information and discussion.

Summary

This report outlines our political and managerial leadership sector-led improvement offer for 2015/16 and initial take up from bookings to date.

Recommendation

That the Improvement and Innovation Board notes the report and offers any comments.

Action

Officers to progress this work in light of the Board's comments.

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Launch of the 2015/16 Highlighting Leadership offer

Background

1. Refreshed and rebranded last year, the LGA's Highlighting Leadership Programme forms part of our wider package of sector-led improvement, and offers a range of programmes aimed at supporting and developing councillors at all levels.

Highlighting Political Leadership Programme

2. **Leaders' Programme** – with a new government in place and many newly-elected council leaders, the LGA has revised this programme for 2015, with a fresh look and accredited content. It is aimed at council leaders from across the political spectrum who have no more than five years' experience in the role and provides them with a unique opportunity to develop their capacity, knowledge and networks to lead change within the sector.
3. **Leadership Academy** – the LGA's flagship accredited leadership development programme for leading councillors comprises three two-day residential modules over a three month period. Leading councillors from across the country and political spectrum have found the Leadership Academy helps to ensure they can effectively address modern challenges and make the most of new opportunities. The programme is accredited by the Institute of Leadership and Management (ILM).
4. **Leadership Essentials** - a variety of leadership events for leading members focus on specific portfolio areas or particular themes such as finance, children services, commissioning, cultural services and digital leadership.
5. **Next Generation** – a programme of modules per political group, including the Independent Group, aims to support and encourage ambitious and talented councillors to be bold and confident political leaders. Delegates focus on representing, understanding and working with their communities and constituents, upholding their own and their parties' values and morals, progressing in their political careers and championing local government. There is a competitive application process for this programme, which opened at the end of June 2015.
6. **Focus on Leadership** - seminars and workshops, such as effective opposition and the young councillors weekend, help councillors in their existing roles, provide a bridge to more senior leadership positions and build valuable networks with peers across the country.
7. **Community Leadership** – member training sessions are being offered on subjects such as being an effective ward councillor, chairing skills, scrutiny, effective personal impact, social media and licensing. Each session is tailored to the needs of a council/s, working alongside council officers, LGA member peers and with input from LGA Principal Advisers. These sessions supplement the suite of councillor workbooks available to download from our website. Since the beginning of this financial year we have delivered community leadership training sessions 'in-house' for a number of councils including East Staffordshire, Horsham, Malvern Hills, Wychavon and Selby. We also have confirmed bookings to deliver training events for members at Portsmouth, Epsom and Ewell,

Babergh and Mid Suffolk, Birmingham, Vale of White Horse and South Oxfordshire councils in the next few months.

8. **E-learning modules** – individual councillors can sign up to use an online platform to access modules on councillor induction, effective ward councillor, facilitation and conflict resolution, and handling complaints for service improvement. Responding to feedback from councils, the modules are now available for councils to add to their own learning management systems. To date, just over 4000 people are able to access our e-learning modules either via the portal provided by the LGA, through making them available on their own council systems or through other suppliers of e-learning to councils. Further modules are currently being scoped for this financial year.
9. **Be a Councillor** – this offers resources to help increase the pool of talent from which councillors are elected by encouraging fresh new talent to stand for election and by helping talent-spothers to attract people who would make great councillors.
10. **Bookings to date** on the Leadership Academy (LA), Leadership Essentials (LE) and Focus on Leadership (FoL) programmes are as follows:

Political party group	LA	LE	FoL	Total
Labour	10	48	7	65
Conservative	12	60	10	82
Liberal Democrat	1	1	4	6
Independent	3	4	3	10
Total:	26	113	24	163

Region	LA	LE	FoL	Total
East of England	6	24	1	31
East Midlands	3	14	3	20
Greater London	1	6	3	10
North East	0	2	0	2
North West	2	11	1	14
South West	4	6	1	11
South East	2	27	9	38
West Midlands	4	6	5	15
Yorkshire & Humber	4	17	1	22
Total:	26	113	24	163

Type of council	LA	LE	FoL	Total
District	15	41	7	62
County	5	19	4	28
Metropolitan	4	20	1	25
London	1	6	3	10
Unitary	1	23	9	33
Fire	0	4	0	4
Total:	26	113	24	163

Gender	LA	LE	FoL	Total
Male	18	67	17	102
Female	8	46	7	61
Total:	26	113	24	163

Highlighting Managerial Leadership Programme

11. **National Graduate Development Programme (ngdp)** – the ngdp for local government is a graduate recruitment and management training programme that aims to bring the next generation of talent into local authorities across England and Wales. The ngdp has continued to grow in popularity with councils in the past year (its 16th year of existence). With 110 graduates from the 2014 intake employed in over 50 councils, the ngdp expects to place 120 graduates in over 50 councils this autumn following a record number of requests.
12. **Leading Edge** – this area of work focuses on the critical interface between elected leaders and senior officers, challenging them to consider the key issues facing councils, communities and the wider public sector. This year's Leading Edge programme will involve up to 50 leaders and chief executives from a variety of councils who will be invited to take part in one of a series of workshop events. The events will focus on the most challenging issues facing local government including devolution, coping with extreme financial pressure and demand management.
13. For a full list of Highlighting Leadership programmes, including dates and booking information, visit the refreshed website at <http://www.local.gov.uk/councillor-development> and at <http://www.local.gov.uk/officer-development;jsessionid=F821EEF5A0E3076A9FA6253E64B7B679.tomcat1>. A new brochure covering the overall suite of programmes and a number of leaflets with details about specific programmes have also been produced to help promote the new Highlighting Leadership offer.

Next steps

14. Members are asked to note the report and offer any comments.

Financial implications

15. None.