

Leading through transformation and change: Senior Leadership Team Development Options

For the public sector, change has always been a fact of organisational life. The pace of change has however, increased significantly and is alongside an unclear and changing external environment.

East Midlands Councils is providing a range of development opportunities to support senior leadership teams to better position themselves and their teams to lead during transformational change and uncertainty, ensuring that the organisation is resilient, outcomes are achieved, and staff are engaged.

Tailoring the Senior Leadership Team Development Support

This 2 day programme (split over appropriate intervals) is designed around the specific needs of the team and has a facilitation and team coaching approach rather than being 'content' driven. This methodology will support the senior leadership team to learn from past change efforts, gain new insight and plan for the future in order to develop their effectiveness in leading together for transformation and change

In the session, frameworks are used to shape thinking and support new insight. This is not a 'chalk and talk' programme. It offers the leadership team 'time and space' to reflect, consolidate knowledge, gain new insight and plan for action.

Indicative Approach

An initial call with the CEX as sponsor and HRD to understand the organisational context and current and future challenges and opportunities.

Pre-activity for all involved through the use of scenario based questions to encourage gaining insight from their teams or reflect on aspects of leadership and communication.

The first facilitated day session will include reflection on recent successes, learning from recent change efforts, challenging assumptions, leading strategic change, reflecting on individual, team and organisational resilience and identifying new learning, insights and actions. Ideally, this is a one day face to face intervention. However, this could also be delivered as 2 x 3 hour on line sessions.

The second facilitated day session will build on the discussion and outcomes of the first day and focus on developing skills and capability in a key chosen area. There will also be time to identify potential challenges and opportunities and plan for success.

Alternatively, the second day could focus on the extended leadership team (ELT) using a similar approach, but tailored to their role, and resulting in the development of an action plan.

Facilitator

This will be facilitated by Dr Suzanne Ross, the founder of 2thrive which she established to help leaders, teams and organisations to do just that – thrive. Completing a doctorate in leadership talent, success and derailment comprising 8 years of research into successful and derailing leaders and leadership was the culmination of a passion for understanding the differences that makes the difference – whether that’s at individual, team or organisational level. This extensive knowledge is combined with 20 years of international experience in leadership, team and organisational development to help people thrive individually and collectively.

A positive activity – recommended to other leadership teams – is how a CEX in region has described this support provided to their senior leadership team. They described how this provided an opportunity to team build, think about how they collectively operate, the support they can provide to each other and things they need to do to more effectively lead the Council.

“It’s helped us reevaluate our purpose as a team and also led to further discussions about how we communicate up and down the organisation and with our own teams”

Costs

For a 2 day package the cost is £4675.00 + VAT and travel. This assumes the use of your own venue.

Please contact lisa.butterfill@emcouncils.gov.uk for further information and/or to explore how we may support you further.