

CHESTERFIELD BOROUGH COUNCIL
LEADERSHIP DEVELOPMENT PROGRAMME
INTRODUCTION TO CHANGE IN THE PUBLIC SECTOR

DATES	VENUE	CONTENT	MEETS COMPETENCY
<p style="text-align: center;">Day 1 Friday 11th April 9.00am – 4.00pm</p>	<p>Committee room 1</p>	<p>Succession Planning – How to raise the strategic role of Workforce Planning. What are the barriers and challenges for the organisation, defining talent, critical roles and individuals, identifying talent, introducing a workforce canvas, looking at customer and business drivers, key resources required, workforce cost structure and return on people investment</p>	<p>Values and Nurtures innovative and creative talent Grows and Develops teams Models Social Responsibility</p>
<p style="text-align: center;">Day 2 Wednesday 7th May 9am – 4.30pm</p>	<p>Committee room 1</p>	<p>Introduction to Change in the Public Sector – Understand the fear of change, Understanding the change cycle, and why there is resistance to change, identifying strengths to build on and weaknesses to address</p> <p>Communication – Introduction to emotional intelligence. Effectively communicate the vision, remove obstacles, create quick wins, and build on the momentum. Understanding the culture of the organisation, What's different and how do you affect it? How do attitudes to change affect communication?</p>	<p>Encourages open dialogue and co-operation Team working Creates a positive team environment Manages change effectively Creates value for customers Drives for results</p>
<p style="text-align: center;">Day 3 Thursday 5th June 9am – 4.30pm</p>	<p>Committee room 1</p>	<p>Barriers to communication, Stakeholder engagement and how to generate solutions across the organisation. What are the main barriers faced by you, why are you on the programme? Overcoming the perceived barriers, overcoming the challenges created as a result of the change. Strategies for working with different responses to the change. Understanding the importance of the messages</p>	<p>Networking, Influencing and working in partnership Team working Creates a positive team environment Manages change effectively</p>

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Day 3 cont'd		Working in Collaboration Understanding the effects of working in silo's, breaking down the barriers using practical examples based on research done on English local authorities which focus on personal qualities and core values, engaging individuals, engaging the organisation and moving forward together	
Day 4 Tuesday 1st July 9am – 4.30pm	Committee room 1	Change and the art of being your best Being your best at work, delivering exceptional customer service. Look at the perception of excellent customer service within the organisation. Examination of case studies Sharing the vision How you can deliver these messages to a wide range of individuals from members of the public, peers and across the organisation	Leading the challenge on continuous service improvement Customer focus Demonstrates political sensitivity Models social responsibility Embodies Ethics and Values Drives for Results
Day 5 9am – 4.30pm		High Performance Work Teams – Using positive thinking This programme will enable you to engage your team effectively in the context of change in the public sector. Establish the importance of different roles within the team; explore how to create a team which “buys” in to the vision and goals of the organisation, and identifying the right person for the right task. Activities based on Personal qualities and core values, the centre for engaging transformational link to organisational vision and values	Embodies Ethics and Values Team working Creates a positive team environment Models social responsibility Motivates and supports performance Values and Nurtures innovative and creative talent
Day 6 Thursday 16th October 9.30am – 4.30pm	Committee Room 1	Horizon Scanning Programme details to be agreed and will be issued at a later date	Values and Nurtures innovative and creative talent Grows and Develops teams Models Social Responsibility Manages Change Effectively
Day 7 Wednesday 19th November 9.30am – 4.30pm	Committee Room 1	Commercial Awareness Programme details to be agreed and will be issued at a later date	Driving a culture of efficiency, excellence and innovation Financial management Creates value for customers Drives for results