

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

DATES	VENUE	CONTENT	MEETS COMPETENCY
Day 1 Thursday 8th May 9am – 4.30pm	Assembly room 1	Managing Change - Understand the change cycle and how to manage resistance to change Communication - Introduction to emotional intelligence	Encourages open dialogue and co-operation Team working Creates a positive team environment Manages change effectively
Day 2 Wednesday 14th May 9am – 4.30pm	Assembly room 1	Barriers to Communication - Stakeholder engagement and how to generate solutions across the organisation Collaboration – Understanding the effects of working silo's and breaking down the barriers	Encourages open dialogue and co-operation Team working Creates a positive team environment Customer focus Grows and develops teams and individuals
Day 3 Wednesday 4th June 9am – 4.30pm	Assembly room 1	Being your best at work – Delivering exceptional customer service Sharing the Vision - Through stakeholders, both internal and external to the organisation	Customer focus Demonstrates political sensitivity Models social responsibility Embodies Ethics and Values
Day 4 Wednesday 11th June 9am – 4.30pm	Assembly room 1	Performance Management - Improving Employer Engagement Introduction to Transformational Leadership – Based on public sector research	Motivates and supports performance Drives for results Grows and develops teams and individuals
Day 5 Monday 16th June 9am – 4.30pm	Committee room 1	Managing Change – Implementing the change- managers responsibility-key drivers-expected performance and	Manages change effectively Team working Creates a positive team

		<p>accountability</p> <p>Having Difficult Conversations – Effective communication methods, self reflection, common mistakes</p>	<p>environment</p> <p>Encourages open dialogue and co-operation</p>
<p>Day 6 Wednesday 25th June 9am – 4.30pm</p>	Assembly room 1	<p>Dealing with Conflict – Benefits of dealing with conflict, use of emotional intelligence, focusing on behaviours skills</p> <p>Introduction to Mediation – Preparing for and using mediation</p>	<p>Encourages open dialogue and co-operation</p> <p>Creates a positive team environment</p> <p>Embodies Ethics and Values</p>
<p>Day 7 Monday 30th June 9am – 4.30pm</p>	Committee room 1	<p>Developing Mediation Skills – Introducing mediation schemes into the workplace</p> <p>Self Reflection – Group and Individual Personal Action Plan</p>	<p>Encourages open dialogue and co-operation</p> <p>Creates a positive team environment</p> <p>Embodies Ethics and Values</p>
<p>Day 8 Tuesday 8th July 9am – 4.30pm</p>	Assembly room 2	<p>High Performance Work Teams – Activities based on Personal qualities and core values, the centre for engaging transformational link to organisational vision and values</p>	<p>Embodies Ethics and Values</p> <p>Team working</p> <p>Creates a positive team environment</p> <p>Models social responsibility</p>
<p>Day 9 Thursday 17th July 9am – 4.30pm</p>	Assembly room 2	<p>Coaching for Engagement – this one day programme will focus on the GROW coaching conversation model using the GROW toolkit</p>	<p>Grows and develops teams and individuals</p> <p>Motivates and supports performance</p> <p>Creates a positive team environment</p> <p>Embodies Ethics and Values</p>
<p>Day 10 To be confirmed 9am – 4.30pm</p>	TBC	<p>Commercial Awareness</p>	<p>Demonstrates commercial awareness</p> <p>Models social responsibility</p> <p>Drives for results</p> <p>Innovation</p>