

Sustainable Leadership

Workshop Outline

Overview

The 'Sustainable Leadership' programme offers a practical Leadership and Management experience providing skills and tools that managers need in today's fast-changing environment.

The focus is on line managers, because good leadership is distributed not central, and developing more effective people skills will increase talent retention, and promote diversity and inclusion.

The programme consists of 2 x 1 day workshops, with a 1 week gap, plus a virtual coaching session to review learning and impact. A manager toolkit is provided for ongoing application. The programme objectives are to:

- Develop 'best practice' for managers in this fast-changing sector;
- Focus on performance and accountability, resulting in operational improvements;
- Further develop skills to effectively manage people and teams, and cope with challenging situations;
- Develop an understanding of marketplace factors, and engage better with employers;
- Understand how social media affect business operations, and how to adapt.

Background

The programme is majority-funded by the Education & Training Foundation, and the Foundation goals for the project are *'to provide the learning and development opportunities that support leaders, managers and those involved with governance to effectively do their jobs, to progress within their careers and to meet the challenges and opportunities of the future'*.

Design and delivery is a joint venture between Mentor Group and regional FE provider networks:

Mentor Group – consultants who are highly experienced in the subject, and have worked in the sector. We deliver similar programmes to private companies, with very high satisfaction levels.

Network Partners – the 3 sector networks are SWTPN, LWBLA and TVLPN. They provide effective access to local regions, represent local providers and add real value to the programme.

Target audience

The programme is designed for managers in all provider types. Development of professional management skills is critical in this market, as businesses need to be customer-focused, flexible, responsive and cost-competitive.

There is also a need to develop managers around marketing and social media awareness, as these skills are critical in engaging with learners and employers, providing customer service, and developing the business.

In partnership with:



Benefits and outcomes

1 Behaviour/attitude change

- Willingness and ability to take responsibility for management
- Demonstrating E&D values in managers' behaviours
- Clear objectives and priorities for all staff
- Coaching style of leadership giving self-reliance
- Increased awareness of employer needs

2 Business impact

- Higher productivity through effective teamwork
- Uplift in individual performances – e.g. more Apprenticeships
- Improved delivery against quality measures/KPIs – e.g. higher completion rate
- Performance issues resolved promptly – e.g. lower staff attrition
- Increased application of technology-based innovation

3 CPD

- Attendees will gain CPD from the programme and the action planning
- Managers will get the chance to engage in the Leadership Register, for personal, professional and organisational development with others across the sector

Delivery and innovation

The 'Sustainable Leadership' programme is designed to offer a practical solution to all attendees:

Application – the workshops use practical work examples not just theory/models. This links to the real world which means that managers gain direct benefit.

ROI focus – managers are tasked to define the specific actions they will take to make business improvements. These are reviewed in the virtual coaching.

Delivery style – Mentor consultants regularly work with our private sector clients, and can 'cross-pollinate' to bring added value and innovative ideas to the sector attendees.

Commercials

As there is a subsidy from the Education and Training Foundation, the cost per attendee is **£195.00**. This includes:

- Attendance on 2 x 1 day workshops;
- Refreshment and lunch each day;
- Attendance on a virtual follow up session;
- A set of practical tools for real world application.

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