

Leadership and Capacity Building for Senior Public Sector Managers

Aim:

Effective leadership is essential in current challenging times. Public bodies are asked to deliver more with fewer resources, and public leaders are required to anticipate and think tactically in the face of various possible futures.

This five-day programme is designed to guide those at the forefront of organisations who would like to bring about effective change. This programme offers participants opportunities to develop and practice their leadership skills. The programme will enable delegates to create a personal action plan based on the real issues they have brought to the training which will enable them to start delivering real improvements as soon as they are back in the office.



What you will learn:

- What we actually mean by leadership and why effective change is impossible without it
- The different types of leadership challenges and the types of tools and techniques that work best for each
- How to effectively develop and utilise your core leadership skills
- How to plan and think strategically and anticipate different possible scenarios
- How to overcome resistance to change

Benefits of attending – You will be able to:

- Anticipate, plan and lead transformational change
- Seek innovation and develop options for the delivery of organisational objectives
- Lead a high performing organisation with a shared sense of purpose, and common values that genuinely guide behaviour
- Develop the right team to deliver your strategic plan
- Enhance team performance and generate better output from your team



"The Quality of the training is excellent. All aspects have been well taken care of. The interaction with all the speakers was of excellent quality and it was good learning experience. I would also like to share this knowledge with my fellow colleagues in External Affairs."

Deputy Secretary, Ministry of External Affairs, Government of India

"The training met my expectations. It was very interactive and informative. Rather than providing solutions to issues, the trainer allowed discussion which ultimately generated action points and options to address the issues."

Deputy Permanent Secretary, Turks & Caicos Islands Government

PROGRAMME OUTLINE

Day 1

What is leadership

- Leadership and management
- Leadership and change
- Leadership and power
- Leadership influence on culture
- Key leadership skills

Creating a sense of purpose

- Values and vision
- Developing and communicating the purpose
- Using storytelling framework to develop the right culture

Day 2

Strategic Analysis

- How to analyse the external environment
- How to analyse the internal environment
- Scenario development
- Resource based capacity review
- Knowledge based capacity review
- Value chain review

Strategic Analysis

- How to combine external and internal analysis to identify the organisation's strategic sweet spot
- Environment, values, and resources

Day 3

Strategic Development: Option generation

- Porter's generic strategies
- The Ansoff Matrix
- Behavioural insights
- 5 option types

Study Visit – The importance of leadership in large infrastructure projects

- Department for Transport

Day 4

Strategic Delivery: Turning plans into action

- Envision
- Engage
- Enable
- Enact

Strategic Delivery: Overcoming resistance to change

- Adaptive leadership model
- Observe
- Interpretation
- Intervene

Day 5

Developing the team

- Getting the right people on the bus
- Recruitment
- Exciting staff
- The importance of diversity

Developing the team

- Facilitating skill development
- Encouraging the right attitudes and mindsets
- Creating leadership throughout the organisation

Duration: 5 days

Fees: £2,150

Dates: 5th–9th June 2017
& 11th–15th September 2017

Location: London

For further details and programme booking, please email Ade Arimoro on ade@civilservicecollege.org.uk, or telephone him on +44 (0)20 8 069 9003



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