

## Implementing Policy: Achieving Results

Inefficient communication with those involved in delivering Policy can end up with dire misunderstanding and poor implementation, this in turn can lead to unintended consequences at both individual and organisational levels.

This course uses real-world examples and a coaching style of teaching. Participants will be able to gain the knowledge and tools needed to achieve a more consistent process for implementation. Guidance on how to engage with various stakeholders at the many stages of implementation will be looked at and explored. Participants will be able to reflect on their learning and will leave with fresh perspective.

'Implementing Policy: Achieving Results' is an online course within our [Policy Skills](#) series. At the [Civil Service College](#), we tailor our courses to each attendee's role and organisations, ensuring that each delegate gets the most out of the training. Our courses and trainers are continuously updated and evaluated to ensure that we are always delivering the best service possible.

### Aim

To provide participants with a clear understanding of:

1. Policy implementation in England
2. Systematic approaches: collaboration and engagement
3. How to identify who you need to work with
4. Their point of view
5. How to explain your policy and 'what's in it for them'
6. Gaining consensus
7. Working together to identify the wrinkles

8. Collaborating on solutions and practicalities
9. Action planning for continued working together.

## Methodology

The training approach to be used, which governs the design and delivery of the training is based on the following principles:

- To actively involve the participants throughout the training
- To enable participants to share their thoughts and enquiries
- The training is designed based on the needs and expectations of the participants that are reflected in the pre-training questionnaire

## Workshop methods and tools

In order to achieve the objectives of the training, the following tools and methods will be utilised:

- **Presentations:** presentations will be used in order to provide the background of each subject and create discussion and questions.
- **Discussions:** throughout the training, participants will be encouraged to contribute to discussions and share their experiences and thoughts with the rest of the group. The discussions will be facilitated and coordinated by the facilitator in order to maintain the focus in the key areas of interest
- **Case studies:** case studies will be used so as to facilitate and trigger discussion, as well as allow external benchmarking so as to achieve competitiveness

- **Group work:** group work will be used in order to facilitate practical understanding of the issues and in order to enhance team working, team building and cooperation amongst participants

**Aim:**

To provide participants with a clear understanding of:

- What makes for successful implementation

By showing participants the skills and approaches for

- Building a strong rationale and narrative
- Mapping your policy delivery architecture
- Identifying who you need to work with
- Using data and evidence to bring out the benefits to strengthen implementation
- 

Resulting in a plan of action for taking your learning forward in the workplace.

## Agenda

10.00 Welcome and Introductions

- Aims and learning objectives of the day. Participants' aims and experience.

### **Implementation in a nutshell**

- Group work to investigate the key elements to successful implementation

### **Planning for implementation**

- A live case study will be used to explore the importance of a strong mandate and scope, making the most of governance structures.

11.30 Refreshment Break

### **Delivery mapping**

- A case study looking at delivery mapping to understand leadership and where best to engage others in implementing your policy
- The importance of having a clear narrative and how best to use evidence
- This will be followed by group work to start building your own delivery architecture.

13.00 Lunch

### **Benefits mapping to strengthen implementation**

- A case study will be used to show participants the pitfalls of not getting the rationale right and focussing on the wrong benefits, and tips for getting delivery back on track

- Followed by group work to explore ways in which you can strengthen areas for delivering your policy

14.45 Refreshment Break

**Next steps planning**

- Participants work together with the help of the facilitator to produce an action plan for taking their learning forward in their work place.

16.00 **Close**