

14-19 education and skills Support for leaders

Leadership and management development



Who is this programme for?

Our leadership and management development programme aims to help you, as leaders and managers, and your consortium, to successfully introduce the new Diplomas through your collaborative leadership.

We will work with you to ensure you are in the best position to do this. Specifically, we can help you to lead and manage collaboratively and tackle particular leadership and management challenges in your consortium.

How does it work?

At the heart of our service to you is a team of specially selected and trained **consortium leadership consultants (CLCs)**. Your CLC will work closely with you to create the right package of support to meet your development needs from the services overleaf.

This is an ongoing relationship. Over the next year or so, your CLC will be able to discuss progress, your emerging needs and signpost you to extra support.



"Allowing me to prioritise better has meant that the 14-19 consortium has been able to move forward considerably. We have been marketing the Diplomas successfully and exceeded our target numbers, so we are very happy with the outcomes."

Consortium coordinator, South East

Working together to deliver the
14-19 education and skills programme

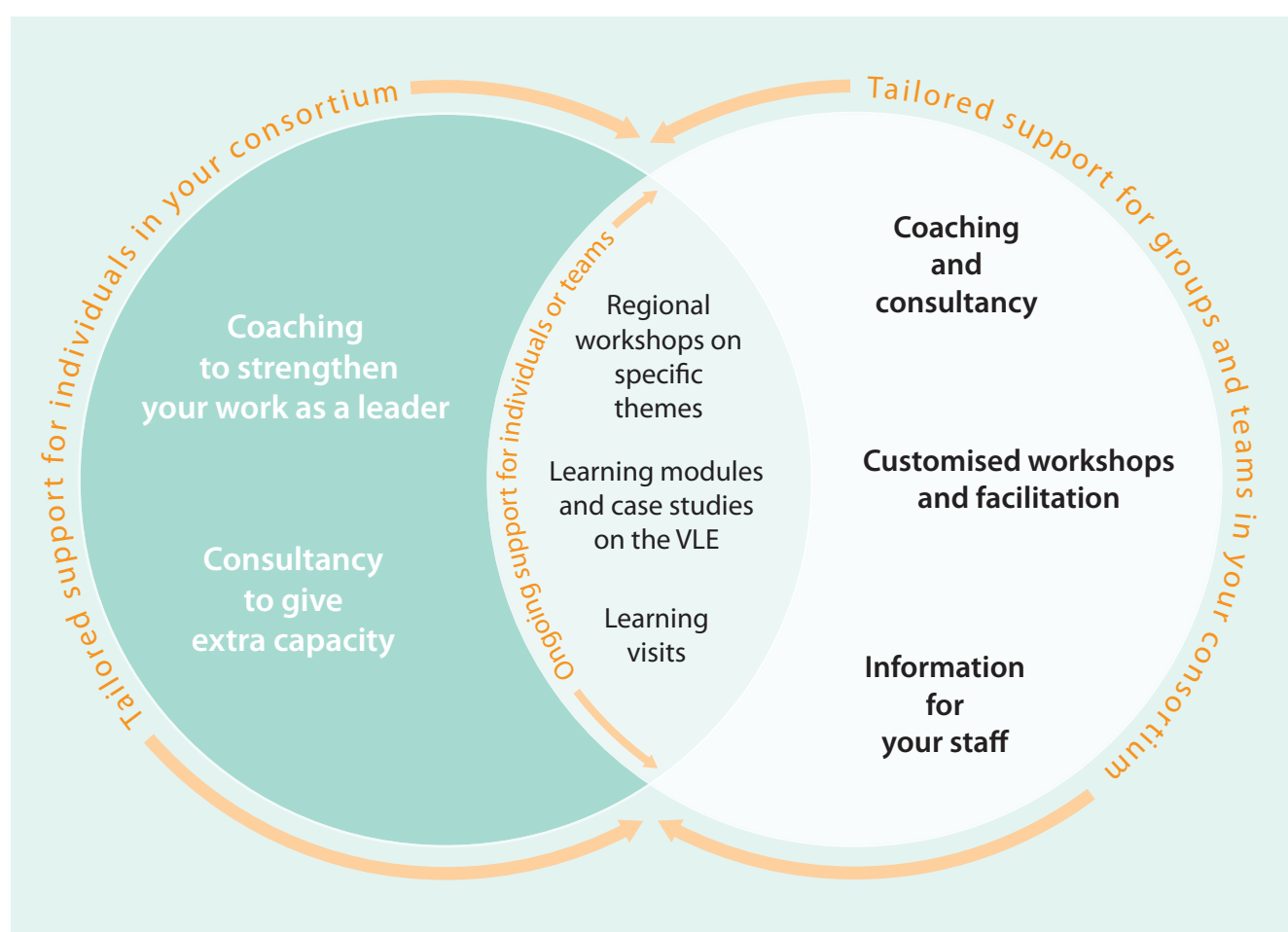


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What services can we give you?

For consortia implementing Diplomas in 2009, your consortium leadership consultant will work alongside you to design a package of support from the services below to help you:

- build strong collaborative working
- plan collaboratively
- tackle collaborative management challenges.



"The process is really useful and enables the partnership to challenge what we are about and what we really need to do."

"I was able to use the sessions to unpick where I was not feeling confident, or informed and develop strategies for how I could change the situation into one where it was moving forward."

Consortium chair, London

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- **Coaching** is a process that enables individuals and teams to develop by helping you to reflect on what you are seeking to achieve, solve problems, and use learning to take action. Typically we offer up to six hours of face-to-face or telephone sessions for individual coaching. Action learning is a facilitated group process that uses skilled questioning to draw on individual experiences to create new knowledge and action.

"I was sceptical about the potential of coaching to improve my ability to develop partnership working. I was wrong."

- **Bespoke consultancy** helps by facilitating and enabling you to find solutions to specific challenges, manage change and build collaborative leadership capacity using a range of tools and techniques. It will be offered to groups or individuals in a consortium and in face-to-face or telephone sessions.
- **Tailored workshops**, led by experts, explore topics relevant for you and help you plan your way forward. Examples of successful workshops we have already run include those on collaborative quality assurance and diversity competence.
- **Staff group sessions** are a good opportunity to inform all your staff about what the reforms will mean for young people across the consortium. We can liaise with SSAT to provide speakers for your events.
- **Regional seminars and workshops** bring together leaders and managers across a range of consortia to learn about latest developments, consider particular themes, and share experience and knowledge.

"The seminar was very useful to see others' perspectives, and feel not so alone."

- **Learning visits** are arranged to enable you to learn about particular themes from others whose practice is further developed.
- **Virtual learning environment (VLE)**: online learning and resources are available by registering through the NCSL or LSIS websites. The VLE offers study modules in collaborative leadership, collaborative quality assurance and equality and diversity competence. They are supported with online discussion and expert facilitation. The VLE also includes case studies of developing practice.

All these are available to consortia launching their Diplomas in September 2009. Those launching Diplomas in 2010 may access all the group and consortia services, but not, at this stage, coaching and consultancy for individual leaders.

What are the proven benefits?

The programme has been running since 2007. Leaders and managers from across the country have reported a range of benefits, including that it has:

- helped them to develop a shared agenda and ways forward across the consortium
- enabled them to be more effective in implementing change
- given them increased confidence in working effectively with a variety of partners
- helped them to find solutions to specific problems and issues
- enabled them to develop innovative actions to deal with current challenges.

Our services are delivered by highly trained experts in their field.

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Who are we?

NCSL and LSIS work together to provide a range of flexible programmes for 14-19 leaders and managers.

The **National College for School Leadership (NCSL)** was launched in 2000 to improve the lives and life chances of all young people, by developing world-class school leaders, now and in the future. It has helped identify, grow and support leadership talent through its insightful leadership development programmes and its exceptional understanding of schools.

The **Learning and Skills Improvement Service (LSIS)** is owned, directed and governed by colleges and providers. Working closely with the sector, as its key partner, it focuses on learners and on supporting excellence, sustainable provision and self-regulation in the further education and skills sector. Leadership development underpins and forms an important part of its strategic role.

Next steps

For more information about all the leadership and management support we offer, please visit our websites. Requests to take part in a workshop can be made through your consortium leader, who will contact your LSIS/NCSL consortium leadership consultant (CLC).

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