



SE Sector Led Improvement Programme

Full Recovery costs of SESLIP leadership development in-house courses:

Coaching to Improve Performance:

The course consists of two days held a week apart. The course starts with pre-work to self-assess personal style, values and skills as a coach. Day 1 consists of an interactive workshop introducing the idea of coaching and the GROW model. Activities include presentation, video and coaching practice in triads. Participants are asked in advance to diary a one hour 15 minute slot to do a practice coaching session in the workplace between day 1 and 2. Day 2 focuses specifically on how coaching can be used to improve performance, providing a range of practical tools that participants can use to help them do this. It also helps participants to plan how they will use it in the work setting

The objectives of the course are:

- To understand what coaching is
- To understand your own values and personal style and see how it might differ from others
- To be able to use the GROW model as a framework for coaching
- To be able to use coaching to improve performance through using some coaching tools
- To understand the value of reflection and use a tool for reflection

Cost: £2960

Course designed to accommodate up to 24 delegates (approx £125 per delegate)

- Facilitation £2400
- Resources x £15 per delegate £360
- Travel expenses £200

Embedding Performance Coaching Children's Services:

This half day course is designed for directorate management teams in children's services to help them embed coaching in their organisation. All participants are given a handbook covering all the course material.

The objectives of this course are to:

- consider the factors that will help them embed a coaching culture to improve performance
- develop a policy on coaching and a description of leadership behaviours that support and undermine coaching and
- produce an action plan for embedding coaching in the organisation

Cost: £790

Course designed to accommodate up to 12 delegates (approx £65 per delegate)

- Facilitation £600
- Resources x £7.50 per delegate £90
- Travel expenses £100

For more details go to www.seslip.co.uk/leadership-development



NEW One-day Coaching to Improve Performance:

This one day course includes the core activities from the two-day course and is designed for senior teams who want to use coaching themselves in their performance management and want to be fully conversant with the two-day course their managers have undertaken. All participants are given a handbook covering all the course material.

Cost: £1390

Course designed to accommodate up to 12 delegates (approx £115 per delegate)

- Facilitation £1200
- Resources x £7.50 per delegate £90
- Travel expenses £100

Leading Change in times of austerity:

This course is designed for Leaders in Children, Schools and Families services. Participants do not necessarily need to be managers of people but they need to have responsibility for leading change in people, policy, systems or practice and would need a real project to work on through the programme.

There are two days 4 weeks apart. The programme will include 1.5 hours pre-work, which will include an analysis of participants' own approach to change management.

There will be a compulsory assignment to carry out a 2-hour activity between the two days, which practices one or more change tools, with the aim of feeding back on the learning from this experience on day 2.

This is very interactive workshop; our practice is to link activities to every key learning area.

The objectives of this course help leaders in children's services build capability and capacity to lead change by helping them to:

- understand the critical success factors which enable change in the public sector;
- build coalitions and increase support for change
- use a range of tools for leading change on a specific project
- work collaboratively with those impacted by the change to evaluate existing practice and design new solutions
- understand and analyse the dynamics in Children, Schools and Families services that enable and block change
- ensure change is embedded and sustainable
- increase their resilience whilst leading change

Cost :£3050

Course designed to accommodate up to 30 delegates (approx £100 per delegate)

- Facilitation £2400
- Resources x £15 per delegate £450
- Expenses £200

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Step up to Leadership:

This is an innovative and exciting training opportunity for recently appointed team managers and assistant team managers in Children's Services.

There are two days 2.5 weeks apart. This is very interactive workshop; our practice is to link activities to every key learning area. The programme will include 1 hour pre-work, which will include an analysis of participants' own leadership skills. There will be a compulsory assignment to carry out a 1.5 hour activity between the two days, which practices one or more tools with the team, with the aim of feeding back on the learning from this experience on day 2. So this means that each participant manager needs to book a 1.5 hour session with the staff they manage between these two dates.

The objectives of the course are to help team managers and assistant team managers to:

- Evaluate their leadership style and consider how they want to develop it
- Understand adaptive leadership
- Build team morale, motivation and learning
- Manage difficult people and poor performance
- Manage priorities and assist staff to do this effectively
- Build their own resilience and that of their team

Cost: £3050

Course designed to accommodate up to 30 delegates (approx £100 per delegate)

- Facilitation £2400
- Resources x £15 per delegate £450
- Expenses £200

Train the Trainer:

We offer the opportunity for LA's to train their own team to deliver any of the above Leadership development courses. Delegates must have previously attended the relevant course and be already a trainer. All training resources will be made available via Dropbox.

Cost: £650

In-house course designed to accommodate up to 6 delegates (approx £108 per delegate)

- Facilitation £600
- Expenses £50

Delegates will need to have attended the full course previously

All Leadership Development courses are run by Anna Wright and Di Smith who are both experienced trainers and coaches. All these courses have been very positively evaluated. Anna is a coach, psychologist and a former director of children's services. Di is a coach and a former secondary headteacher and trainer in workforce development. The coaching course has been run across the whole SE region and has been very positively externally evaluated by those attending who become very committed to using coaching with direct reports, in supervision and with service users.

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