

# The London Leadership Programme

investing in London's future leaders



# Overview

A focused development programme to help develop professional leaders in, and across, London for the 2020s.

Targeted at Deputy and Assistant Directors, Divisional Directors and Heads of Service in London boroughs, the Greater London Authority and London Councils who wish to advance their careers.

The six core one day modules cover critical issues facing London and its people, as well as helping to enhance your personal skills and attributes.

The programme has been compiled in conjunction with a range of skilled contributors specifically to focus on what will help staff currently at this level across London rise to this challenge. Bringing together inspirational academic expertise and managerial thinking it will help London's future professional leaders find new ways to frame questions and seek solutions.

It will create opportunities to test new ideas in a safe, collaborative,

environment. Leading figures in the public, private and third sectors will provide different perspectives to challenge and stimulate debate within the group.

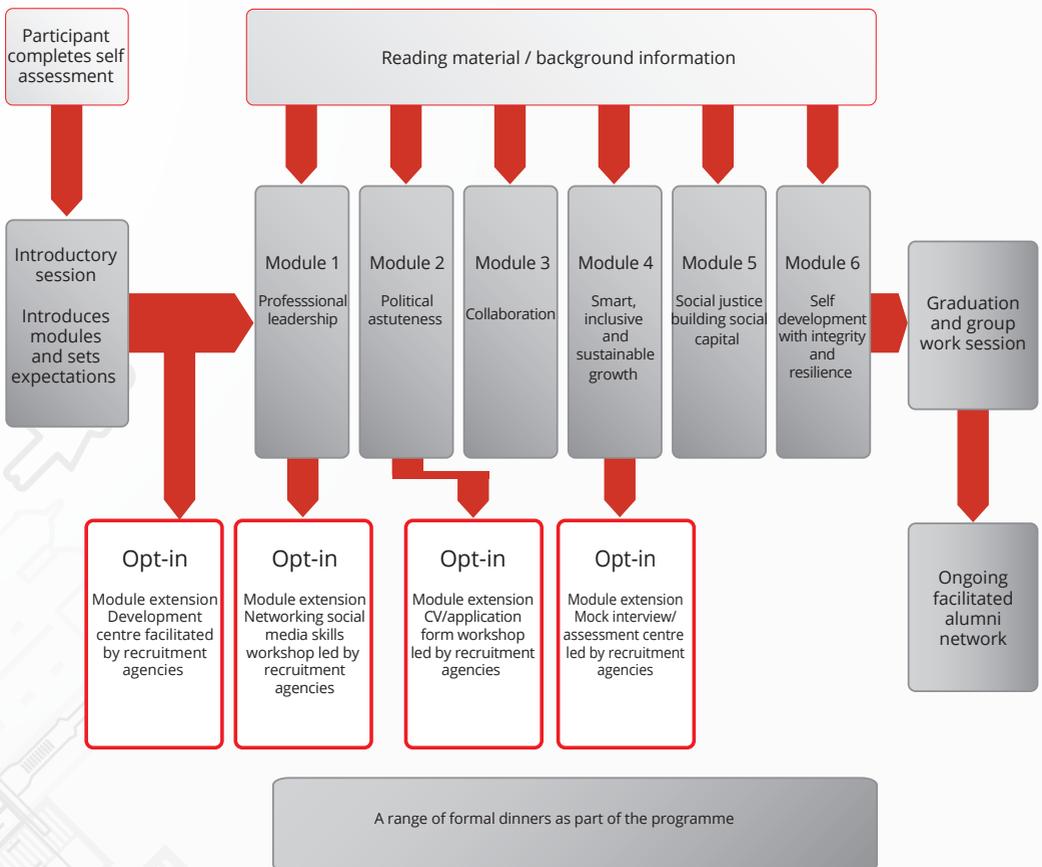
Alongside the core modules, you will have the opportunity to reflect on your own personal and professional skills and how these might need to be added to in order to be ready to take on key positions in London local government in the 2020s. The programme will start with a half day introductory session and a final graduation and group work session.

Prior to attending, you will be required to complete a short personal statement about why you feel the programme is appropriate for you at this time and also complete an online learning styles questionnaire. Alongside the modules there will be opt-in sessions to help supplement your own self development

plan provided by three major recruitment companies.

On at least three occasions there will be formal dinners to round off the day and we intend to formulate a strong alumni network. The various elements and intended links between them are set out in the diagram below.

Andrew Templeman has been engaged to facilitate all the modules. He has wide ranging experience of running leadership development programmes of this type and previously worked at a senior level in the civil service, Audit Commission and local government.



# Programme content

There will be a total of five cohorts of approximately 30 people. The pilot cohort will conclude in April 2018, when cohort 1 will commence. Cohort 2 will take place between November 2018 and May 2019. The next two cohorts will then be equally spaced between May 2019 and Easter 2020.

An introductory session will outline the approach of seeking to frame good questions as much as providing answers - 'New problems need new solutions'. It will also set up the learning structures we will be using and will be an opportunity for you to share your learning styles. This session will also clarify your expected level of input to group work facilitation and taking learning back to your organisations.

The modules will feature input from key speakers to stimulate discussion and questions for small group work and to allow for work on current borough and London-wide issues. Reference material will be provided for you to provide some background theoretical underpinning. You will be expected

to have read the 4 or 5 key documents listed before attending each session.

Please note that the dates listed on the following page are subject to minor changes. Due to the iconic venues we are using there are sometimes unavoidable changes that have to be made, but we will endeavour to keep any date changes to a minimum.



**Introductory session** 1st November 2018

**Module 1** 22nd November 2018

Professional leadership in the public interest of Londoners

**Opt in session** 22nd November 2018

Networking/social media skills workshop led by Penna

**Module 2** 13th December 2018

Developing political astuteness in a world class city

**Opt in session** 13th December 2018

CV/application form workshop led by Veredus

**Module 3** 17th January 2019

Collaboration for better outcomes for London

**Module 4** 7th February 2019

Smart, inclusive and sustainable growth for a thriving London

**Opt in session** 7th February 2019

Mock interview/assessment centre led by Gatenby Sanderson

**Module 5** 7th March 2019

Social justice and building social capital across London

**Module 6** 28th March 2019

Leading with integrity and resilience in London's changing landscape

**Graduation session** 2nd May 2019

Group work celebrating all participants' contributions and galvanising a post cohort supportive network

# Further information and what the LLP will expect from you

There is an old phrase – “the more you put in, the more you will get out”. This is absolutely true of this programme. We will provide the stimuli for you to think deeply about what you want from your career and how to achieve that. We will be challenging and expect you to do work between the modules.

## **Pre-course requirements**

You will be required to fill in a learning styles questionnaire and a short statement as to why you feel you will benefit from being on the programme at this point in your career. There will also be pre-course material and pre-module reading, alongside a development centre facilitated by Penna.

## **Expectations of participants**

You must attend all modules in order to graduate and will be expected to contribute to the running of some aspects (i.e. leading small group work and helping develop the alumni network), as well as apply your learning in your own organisation.

We also aim to facilitate a strong alumni network linking graduates across the different cohorts. A range of formal dinners and evening social activities are planned.

We expect you to contribute to your own development, the LLP’s development and the alumni group. Active participation is very important within the LLP.

## **The LLP team**

Whilst the LLP is supported by many large organisations, the programme office consists of only two part-time remote working employees.

Therefore, please note that:

a) a lot of the communication with you will be through our dedicated LLP website.

b) if we ask you to provide us with information or to respond to a request, please do so in a timely fashion.

c) if you do have to miss something, please contact the programme office email LLP@londoncouncils.gov.uk as soon as possible.

## **Penna development centres**

Run by global HR services group, Penna, all members of the programme will be offered a personalised and confidential look into their own abilities and development needs.

## **Opt in sessions**

In between the modules the recruitment companies have agreed to provide a range of sessions (see below). These will be available on an opt-in basis for those that wish to participate.

A formal dinner will take place after each opt in session, which will be a further opportunity for networking and will include a high quality after dinner speaker. You will be asked in advance of each opt in session to indicate whether you would like to attend the session and/or dinner. Once chosen please only amend if absolutely necessary due to catering requirements.

### *Networking/social media skills workshop led by Penna*

This session will follow module 1 and will give members insights into the importance of networking and the use of social media in developing their profile.

### *CV/application form workshop led by Veredus*

This session will follow module 2 and will provide top tips on how to write a compelling chief executive CV and covering letter.

### *Mock interview/assessment centre led by Gatenby Sanderson*

This session will follow module 4 and will give you some top tips on how to make the most of selection interviews and prepare for the psychometric testing stages of selection.

# Contact

[LLP@londoncouncils.gov.uk](mailto:LLP@londoncouncils.gov.uk)

We are grateful for the support of:

Collaborate, Nicholson McBride, Penna, Gatenby Sanderson and Veredus

