

## ASPIRANT LEADERS AND COACHING PROGRAMME

The Staff College in partnership with the WM ADCS network have developed the Aspirant Leaders and Coaching programme for leaders new to or looking to progress into Assistant Director roles within the next three years.

### Aspirant Leaders Programme

This Programme consists of 7 workshops including a two-day residential and offers the opportunity to:

- Develop a strong, self-directing network of Tier 2 and 3 Leaders across the region.
- Reflect and develop on leadership effectiveness and provide a safe space for peer-to-peer support.
- Form a confident group of leaders who collectively understand strategic and systems leadership
- Individually explore a practical strategic challenge during the programme
- Develop a pool of Aspiring Assistant Directors and future Directors

### Participant Coaching

Participants will also have the opportunity to receive 4 coaching sessions to embed their learning and reflect on personal growth and development.

### Aspirant Leaders Programme format and dates:

28 <sup>th</sup> and 29 <sup>th</sup> June	Orientation Residential Event (face to face)
13 <sup>th</sup> July	Core Virtual Workshop 1 (3 hour session) AM
16 <sup>th</sup> September	Core Virtual Workshop 2 (3 hour session) AM
6 <sup>th</sup> October	Political Leadership Virtual (3 hour session) AM
14 <sup>th</sup> October	Core Virtual Workshop 3 (3 hour session) AM
28 <sup>th</sup> October	Scenario Planning Virtual (3 hour session) AM
22 <sup>nd</sup> November	End of Programme Day Event (face to face)

### Application Process

We anticipate that places will be highly sought-after and an endorsement from the DCS (or Trust CEO) will be required to secure a place.

There are 25 places and at least one place is available for leaders from each LA. If there are more applications than places, the support of the training provider will be sought in regard to selection. We will create a small pool of reserve applicants to ensure all spaces are filled.

**Please send your endorsement for candidate(s) to [info@wmchildrensservices.org.uk](mailto:info@wmchildrensservices.org.uk) before the closing date 6<sup>th</sup> May 2022.**

Once nominations have been received, a questionnaire will be sent to candidates to tailor the course and coaching to their development requirements. Participants will also complete a 360 review prior to attendance at the orientation residential and therefore 360 feedback will be required from peers and sponsors by 10<sup>th</sup> June to allow time for any programme adjustments.