



**COLEG  
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ARWEINYDDIAETH GWASANAETHAU PLANT Y SECTOR CYHOEDDUS

# Welsh Future Education Leaders Programme

A single National Programme for those aspiring to, or those who have been recently appointed to, a director-level role in the provision of education services in Wales. The Welsh Future Education Leaders Programme is a leadership development programme for senior leaders who are ambitious both for themselves and for the children and young people they serve.

**The Welsh Future Education Leaders Programme** is a collaboration between Staff College Cymru, ADEW, WLGA and the Welsh Government. It builds upon the highly successful Welsh Leadership Programme for Directors that took place during 2015/2016 and has been co-designed with serving Directors specifically for the education sector in Wales. The programme content will also draw from other senior leadership programmes offered to aspiring directors across the public sector in England and Scotland and will provide an opportunity for senior officers in Education in Wales to learn from each other and together prepare for the next phase of their careers.

## Purpose

Public services, and those involved in their provision, are facing unprecedented challenges. Roles are becoming more wide-ranging, and people working in senior roles are increasingly finding themselves responsible for services outside their historical area of expertise. At the same time, the relationship between the citizen and the State is less well defined than in the past and there is increasing fluidity between the public, private and not-for-profit sectors, as integrated delivery becomes more established and new alliances take shape.

The step up to a director level role requires a willingness to embrace and handle the uncertainty, complexity, and ambiguity which are now characteristics of senior leadership challenges in the public sector. This programme is about finding ways of working successfully in a challenging and unpredictable space, where you may be alone, but you can't operate in isolation, where you may have to take risks, but your first concern must be for the welfare of others.

By the end of the programme, participants will be better able to exert influence and gain consent for pragmatic solutions based on a strong sense of public value, determined by inclusive dialogue and deliberation which is informed by evidence and democratic, public service values.

### The principal programme objectives are:

- To introduce participants to key models of leadership
- To share thinking about the contribution and value of co-production and community capital in delivering improved outcomes for children, young people and families
- To help participants explore their own potential for leadership at the most senior level and develop the resilience needed to cope with increasing challenges, but also opportunities
- To provide a safe learning environment for participants to review their practice and work alongside peers on an individual 'leadership challenge'.

## Content

- Core leadership models, including Adaptive Leadership, Public Value, Systems Leadership and Collaborative Professionalism
- Leadership for social change
- Stepping up to the role of director as a member of the executive team and as a key influencer in the wider public service system
- Practical tools for systems, organisational and performance analysis such as the Strategic Triangle, Service Design, Framing and Re-Framing, Tame, Wicked and Critical Issues and Outcomes Based Evaluation
- Utilising citizen and community capital in delivering improved public welfare outcomes
- Service co-production
- Developing integrated and school-led approaches to school and LA self-improvement in the Welsh context
- The role of schools and schooling in developing responsible citizenship
- Improving the health and wellbeing of children and young people: Schools at the centre of communities
- Developing personal and organisation resilience in changing times
- Practice review
- Peer coaching on a personal 'leadership challenge'.

## Who is it for?

The programme is intended for those who:

- Are interested, able and aspire to step up to a director level role within the next 12 – 36 months or those who have become a director in the last 12 months;
- Have sponsorship support from their current Director, or their line manager;
- Are committed to continued professional development and the ongoing review of their professional skills and competencies;
- Are committed to deepening personal learning about leadership and making behavioural changes that impact positively on those around them;
- Will actively share learning from the programme with colleagues through their leadership approach;
- Are applicants from local government, or consortia, who will be required to demonstrate significant experience and expertise in Education provision;
- Are highly committed, with the capacity to dedicate the time to complete the programme in full.

Programme duration is 6 months and participants are expected to attend three, two-day residential elements to successfully complete the programme and gain certification.

Cost £450 + VAT per participant.

For further information or to start the application process, please contact: [Jessica.drummond@thestaffcollege.uk](mailto:Jessica.drummond@thestaffcollege.uk) or call Jessica Drummond on 0115 7484126.

Applications for Cohort 1 will open on **Wednesday 28<sup>th</sup> June 2017** and will close at midnight on **Tuesday 1st August 2017**.



Llywodraeth Cynulliad Cymru  
Welsh Assembly Government