

ECFRS ACTIVITIES TO SUPPORT THE CORE LEARNING PATHWAYS AND PERSONAL DEVELOPMENT OPPORTUNITIES

SUPPORTS THE NFCC CORE LEARNING PATHWAYS AND LEADERSHIP FRAMEWORK BEHAVIOURS	Operational and Professional Expertise	Courses	Intranet and E-Learning	Self-Directed Learning
	Personal Impact	<ul style="list-style-type: none"> • Induction • Developing Management Potential • NEW Training Skills Level 1 • NEW Training Skills Level 2 • Alternative Resolution • NEW Appraisal Training • Presentation Skills • NEW Dignity at Work Champions CPD 	<p><i>Mandatory Training (E-learning portal):</i></p> <ul style="list-style-type: none"> NEW Working Safely Managing Personal Information Safeguarding Prevent NEW Dignity at Work NEW Managing Safely 	<ul style="list-style-type: none"> • Annual Performance and Development Review • 360° feedback • Access Coaching or Mentoring • 1 to 1 meetings with Line Manager • Service Intranet • Daily News • The Shout • Workplace • Manager Briefings • Manager Awareness Days • Managers Cascade • Shadowing • Your Voice Action and Engagement Group
	Outstanding Leadership	<ul style="list-style-type: none"> • Dyslexia and Neurodiversity Awareness • Mental Health Awareness for Managers • Mental Health Awareness • Adult Mental Health First Aid • Dignity at Work Supporters Course • Mediation Skills for Dignity at Work Supporters • NEW Finance for Supervisory Managers • NEW Finance for Non-Financial Managers • NEW Mentoring Skills 	<p><i>E-learning Portal:</i></p> <ul style="list-style-type: none"> Report Writing Having a Kind Culture We need to talk about Suicide <p><i>Intranet - Appraisal Toolkit:</i></p> <ul style="list-style-type: none"> Coaching Conversations Giving and Receiving Feedback Goal Setting Appreciation at Work Let's Talk – Your View Motivation at Work Stress at Work 	<ul style="list-style-type: none"> • Read the documents that outline our strategic direction and the plans that enable that: F&R Plan, IRMP, HMICFRS, People Strategy and Annual Plan • Access Coaching and/or Mentoring • Apply for open chair place on SLT Meeting • Operational/Team Debriefs • Team Meetings • Guest chair for team meetings • Project Team Member • Identifying talent – meeting with talent team to access tools
	Service Delivery	<ul style="list-style-type: none"> • TRIM • NEW Industrial and Employee Relations Management • NEW Introduction to Project Management • NEW The Role of Project Sponsor • ILM Level 3 • ILM Level 5 • NEW Political Awareness 	<p><i>Intranet - L&D:</i></p> <ul style="list-style-type: none"> Report Writing Intro to Competency Based Interviews Intro to Equality, Diversity and Inclusion An introduction to Skills Gap Analysis What it means to have a Shared Purpose 	<ul style="list-style-type: none"> • Access Coaching and/or Mentoring • Apply for open chair place on SLT Meeting • Operational/Team Debriefs • Team Meetings • Guest chair for team meetings • Project Team Member • Identifying talent – meeting with talent team to access tools
	Organisational Effectiveness	<ul style="list-style-type: none"> • Local Authority Challenge • NEW 21st Century Leadership • Pre-Retirement Course <p>COMING SOON – Customer Service</p> <p>COMING SOON – Agents for Change</p>	<ul style="list-style-type: none"> • An introduction to Skills Gap Analysis • What it means to have a Shared Purpose <p><i>Time Management</i></p> <p><i>Horizon Scanning</i></p> <p><i>Continuous Improvement</i></p> <p><i>Solutions Focussed Thinking</i></p>	<ul style="list-style-type: none"> • A Day in the Life of... • Attend a Women in the Fire Service event • Attend an AFSA event • Counselling Service • YouTube: Ted Talks

Further details of the above are available in Learning and Development on the Service Intranet. Please contact the L&D team.

We recommend the 70:20:10 model for learning:

- 70% of knowledge from on the job learning, also described as informal or self-directed learning, e.g. job shadowing, secondments, temporary opportunities, project work
- 20% from learning through others, e.g. coaching, mentoring, working groups, task and finish groups, 1-2-1's, 360 feedback
- 10% from formal learning events, e.g. training courses

We invest in coaches because we know that coaching conversations can be transformational – please consider accessing an internal or external coach.