

Leadership Development Programmes

Introduction

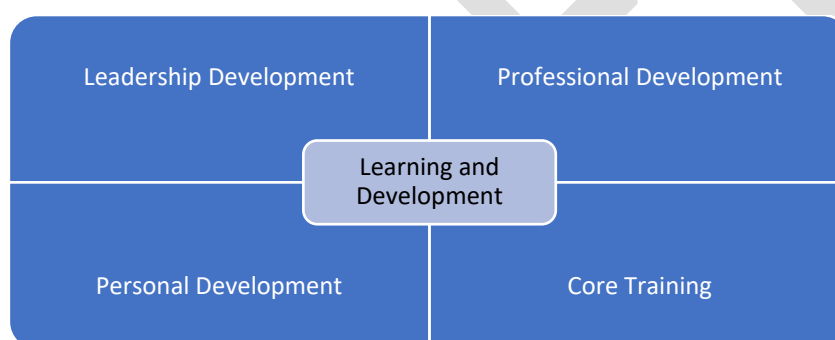
We will be going out to tender for 3 packages of learning and development work. This fits in with our model of commissioning training delivered by experts whilst utilising the skills of internal subject matters experts to deliver thought provoking leadership pieces. The three packages we will tender for are:

- Leadership Development Programme
- Core Learning Pathways
- Regular elements of Departmental Training Plans

This paper covers the key elements of the proposed leadership development programme. The other two elements will be covered in a separate and further proposal.

Context

The leadership development programme sits within the 4 pillars of our learning and development offer at ECFRS.



Alongside the proposed leadership development programme, we have our Core Learning Pathway which supports development of the skills detailed in the NFCC Leadership Framework.

Leadership Development Programme – The ECFRS Way – Proposed outline

Focus

We are seeking a leadership development programme which focussed on continuing to develop the leadership behaviours and skills we believe are critical to leading our Service.

The programme should develop the skills of all managers in the following areas:

- Leadership Style – Exploring a style of leadership which prioritises positive behaviours, employee motivation, engagement, and personal accountability. Reducing stress for self, others, and function. Coaching skills to be developed.

- Positive Behaviours – Developing skills which allow for interactions to be healthy and positive, supporting our wellbeing strategy – we are committed to better working lives.
- Performance - Developing a flexible approach to delivering objectives from the Fire and Rescue Plan and the Integrated Risk Management Plan. Owning delivery of results that are sound and sustainable. Making logical, rationalised grounded choices in relation to delivering and prioritising work for self and others.
- Culture – The role of each of person in creating a positive, kinder culture that is future focussed, people/relationship centric with a team delivery mind set.
- Feedback - Being able to hear and offer feedback in a non-judgemental and constructive way which moves self and Service forward. Use of 360 feedback tool.
- Self-awareness - Understanding how mind-set, self-esteem and confidence affect Service delivery and how these can be built for self and can be encouraged to flourish in others. Making their best contribution from a place
- Solution focussed - Applying a range of thinking styles to Service challenges

Scope

All those that Lead Service, Lead Function and Lead Others (or who aspire to) will be encouraged to access this development by 31 March 2024.

Outcome

The outcome for the Service is that new and existing managers can overcome the internal barriers (both personal and Service-related) which might prevent them from fully performing in their roles. It will support them in being free of stress, feeling confident and clear about the contribution that the Service needs from them so that we can achieve our Fire and Rescue Plan.

Provider

We will seek a provider that supports us designing the programme and then delivers it and evaluates it. We are envisioning 5 days of face to face delivery time supported by intervening activities and coaching. Key to provider selection will be the ability to deliver flexibly to suit different working patterns.