



WESSEX  
GROUP  
OF 6<sup>TH</sup> FORM  
COLLEGES

WORKING IN HAMPSHIRE  
PORTSMOUTH  
SOUTHAMPTON

# Leadership Programmes 2017

# Content

	Page
What people said about our programmes in 2016.....	3
Overview of programmes offered in 2017.....	4
Entry criteria.....	4
The programmes.....	5
Future managers.....	5
Middle Managers.....	6
Senior Managers.....	7
Fees.....	8
How to apply.....	8

# What people said about our 2016 Programmes

**“excellent!”**

**“(The trainer) is very engaging and clearly understands how to implement change!”**

**“A fantastic, valuable experience that has given me a lot to think about and implement”**

**“Programme exceeded expectations – very useful indeed”**

**“I enjoyed the whole course – theory and practice”**

**“(The trainer) was a fantastic host and really encouraged active participation”**

**“Excellent programme – learnt new techniques”**

**“excellent presentation throughout”**

**“Really useful, really supportive environment”**

**“Great range of teaching methods”**

**“really enjoyed the practical, experiential learning of the day”**

**“Excellent programme – learnt new techniques”**

**“Challenging, in-depth, broad in scope – ACTIVE”**

**“(The trainer) was inspiring and brilliant!”**

**“good delivery and enjoyable”**

**“Great personal anecdotes and case studies – VERY useful”**

**“excellent support”**

## Leadership Programmes 2017

The Wessex Group of Sixth Form Colleges is committed to developing its staff to become leaders. Following the success of its comprehensive programmes in previous years for Future, Middle and Senior Managers and Support Staff Team Leaders, the Wessex Group is once again offering a full programme of leadership development activities for 2017.

Our residential programmes for Middle and Senior Managers are run as 3 separate residential sessions each of 2 days duration - 6 days in total. Our Future Managers' programme is non-residential and is accredited, leading to the ILM Level 5 Certificate in Leadership and Management.

- **Future Managers** – an accredited programme for nearly-managers who are planning a career in sixth form college leadership and are taking first steps.
- **Middle Managers** – development for current Middle Managers, from those new in post to managers with some experience.
- **Senior Managers** – a leadership programme for senior managers who may be new in post and/or planning a further career move within sixth form college leadership

**IMPORTANT NOTE ABOUT ELIGIBILITY - The Leadership programmes for Future, Middle and Senior Managers are open to ALL staff in the Wessex Group (including teaching, non-teaching and support staff), provided that they meet the general and specific course requirements.**

### ENTRY CRITERIA

The Wessex Group's Leadership Programmes are prestigious and highly valued by those that have taken part in past training. It is expected that applications to take part in the programmes will be from staff who:

- have demonstrated commitment to their personal and career development
- are interested in furthering their career in colleges
- have been **recommended** for leadership development by managers who recognise their potential
- are interested in improving the impact that they have on the success of their college
- are committed to attending **all modules** of their programme. Unfortunately, those unable to attend the first sessions will forfeit their places on the rest of the programme as well as the fee if their place cannot be filled.

Colleges will be expected to support delegates by ensuring that they are up to date on current college policies and strategy; that they have access to materials required throughout the programmes and that they are able to attend each module.

## The Programmes

### Future Managers

This programme has been running for 9 years. It is aimed at new or aspiring first line managers who may be working in a curriculum or business, learning or support area. The course began as a Wessex/LSIS (Learning and Skills Improvement Service) pilot and has been developed to equip staff with the confidence, self awareness and knowledge to **move into** leadership positions eg Head of Department, Business Manager or Manager of another aspect of support services.

The programme consists of three x 2-day modules focusing on:

- Self management and leadership
- Leading others
- Leading within my organisation and the sector

There is an opportunity for this accredited training to lead to a level 5 qualification with the Institute for Leadership and Management and there will be a requirement for project work to be completed between modules.

**Who should apply?** Those applying to the course are likely to be non-managers with the potential to progress to a leadership role, in both teaching and non-teaching areas of the college, in the near future. Candidates are likely to have had little or no formal leadership and management development.

*See also page 3 for general criteria for admission to 2017 programmes.*

#### **Dates:**

6 sessions January to July 2017

**Monday and Tuesday, 23<sup>rd</sup> and 24<sup>th</sup> January 2017**

**Wednesday, 22<sup>nd</sup> March 2017**

**Thursday, 27<sup>th</sup> April 2017**

**Wednesday, 7<sup>th</sup> June 2017**

**Thursday, 6<sup>th</sup> July 2017**

*In response to feedback, no modules will run in May.*

## Middle Managers

This highly successful leadership development programme for Middle Managers aims to provide participants with an understanding of leadership qualities, skills and behaviours as well as to provide opportunities for developing and practising skills for key roles and tasks.

The programme provides six cohesive training days (in blocks of 2 days each) led by professional facilitators/trainers. There will be opportunities to work on real issues and concerns, allowing delegates to draw on the programme content in an environment supported by experts. There is also access to the Senior Manager Programme master classes with input from Principals, leading practitioners and senior college staff. Opportunities for short term placements in other partnership colleges can also be arranged.

- Personal Leadership Development (2 sessions)
- Strategy and Vision
- Building relationships – institutionalising new approaches and building capacity
- Leading the team and managing performance
- Review, reflection and forward planning for personal development

A 360° assessment of the candidate will be completed in advance of starting the programme.

Each successful candidate will be allocated a mentor who will preferably not be a line manager and will be a senior post-holder.

**Who should apply?** Newly appointed and existing middle managers with the potential for further leadership responsibilities in Wessex Group Sixth Form Colleges. This might include:

- Non-teaching staff with a managerial role in planning, service development and other support areas
- Heads of curriculum departments
- Managers of tutorial provision
- Staff on levels 1-4 of the management spine
- Staff with a role in improving quality in sixth form colleges by managing the delivery of key components of provision

*See also page 3 for general criteria for admission to 2017 programmes.*

### Dates:

**Wednesday and Thursday, 1<sup>st</sup> and 2<sup>nd</sup> February 2017 (RESIDENTIAL)**

**Wednesday and Thursday, 14<sup>th</sup> and 15<sup>th</sup> June 2017 (RESIDENTIAL)**

**Wednesday and Thursday, 1<sup>st</sup> and 2<sup>nd</sup> November 2017 (RESIDENTIAL)**

## Senior Managers

This Leadership Programme has been tailored to the needs of senior managers within the Wessex Group since 2008. Working with national training providers, as well as the skills and experience of existing senior managers, this course consists of 6 days of professionally facilitated training (in blocks of 2 days each), together with a programme of Principal-led Master Classes. Opportunities for short term placements in other partnership colleges can also be arranged.

Programme content will cover:

- Personal Leadership Development (2 days)
- Understanding and developing strategy and vision
- Leading organisations and managing change
- Leading People

The additional Master Class content will to some extent be guided by the needs of those successful in securing a place on the course, but early suggestions include:

- Budgets and strategies
- How do we measure our performance?
- Vision and change after the Area Reviews
- Preparing for senior roles

There will be some reading and project work between the course sessions and in the time between the linked training days there will be the opportunity to work on real issues and concerns, drawing on the lessons from the training within a supported environment. Preparation will be needed in advance of the first session and instructions will be provided to those successful in securing a place on the programme.

Potential candidates need to be aware that some of the content of this programme is similar to that on the Middle Managers' Programme. However, the course has been designed to ensure that learning is relevant to leading in a *senior* role.

**Who should apply?** Existing, new and aspiring senior managers who are operating at the level of or are in regular contact with Senior Management Teams. Candidates' applications will have been endorsed by their Principal and are likely to be from:

- Assistant and Vice Principals
- Senior Support Staff with a strategic role
- Heads of Faculty with a role in college strategy development

*See also page 3 for general criteria for admission to 2017 programmes.*

### Dates:

**Wednesday and Thursday, 15<sup>th</sup> and 16<sup>th</sup> February 2017 (RESIDENTIAL)**

**Wednesday and Thursday, 24<sup>th</sup> and 25<sup>th</sup> May 2017 (RESIDENTIAL)**

**Wednesday and Thursday, 1<sup>st</sup> and 2<sup>nd</sup> November 2017 (RESIDENTIAL)**

## Course Fees

The costs of all programmes run by the Wessex Group are shared between those taking part. Without complete information about training and venue costs and candidate numbers at the time of advertising each programme, the final fees cannot be determined. We therefore ask for **an advance payment once delegate lists have been confirmed** and this may be adjusted upon the completion of the course. However, our estimates have tended to be accurate over the years.

We have tried to reduce costs as much as possible and have negotiated hard with trainers, venues and other providers. All fees are based on cohorts of 12 and are subject to small changes as agreed by the Wessex Group Executive for Leadership Programmes. Applicants from Affiliates or part-members of the Wessex Group pay payment PLUS. Full members of the Wessex Group pay a reduced amount. Estimates are as follows:

Course	Advance payment <sup>1</sup>	Advance Payment PLUS <sup>2</sup>
Leadership Programme for Future Managers	£1,350	£1,485
Leadership Programme for Middle Managers	£1,500	£1,650
Leadership Programme for Senior Managers	£1,500	£1,650

## How to apply

Following discussion with your Staff Development Officer, line managers and senior managers, an application should be submitted electronically by your staff development officer via the Wessex Group website no later than Thursday, 3<sup>rd</sup> November 2016. Enquiries should be directed to the Partnership Manager, Liz Winn [manager@wessexsfc.ac.uk](mailto:manager@wessexsfc.ac.uk)

## Links to booking:

FUTURE: [http://wessexsfc.ac.uk/events\\_and\\_training/training/leadership-programme--future2017.html](http://wessexsfc.ac.uk/events_and_training/training/leadership-programme--future2017.html)

MIDDLE: [http://wessexsfc.ac.uk/events\\_and\\_training/training/leadership-programme--middle2017.html](http://wessexsfc.ac.uk/events_and_training/training/leadership-programme--middle2017.html)

SENIOR: [http://wessexsfc.ac.uk/events\\_and\\_training/training/leadership-programme-senior2017.html](http://wessexsfc.ac.uk/events_and_training/training/leadership-programme-senior2017.html)

Or go to the Events page on the Wessex Group website and search for the course.

## Closing date: Thursday, 3rd November 2016

### Be early!

Please book as soon as possible, preferably well in advance of the closing date. We need to ensure that we have enough people to run each course, so that we can organise suitable venues in good time, and set in train the pre-course preparation. Once the delegate lists are agreed, the commitment to payment is finalised, required and non-refundable.

In the event of oversubscription for courses, arrangements have to be made to decide how places will be allocated (via the Wessex Group Executive Group for Leadership Programmes). Booking is not a guarantee of a place. This will be confirmed soon after the closing date.

*Liz Winn - Partnership Manager*

<sup>1</sup> Paid following invoice which will be sent after programmes have been confirmed and delegate lists finalised. Fee for full members of the Wessex Group of Sixth Form Colleges

<sup>2</sup> Amount payable by Wessex Group Affiliates, other partial Wessex Group members.