



WESSEX
GROUP
OF 6TH FORM
COLLEGES

WORKING IN HAMPSHIRE
PORTSMOUTH
SOUTHAMPTON

Leadership Programmes 2018

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What people said about our 2017 Programmes

“Haven’t learnt so much on a course in years”

“(The trainer’s) approach was inspirational, balanced, relevant and an excellent pace”

“Small group workings were brilliant to relate content back to individual practice”

“Helpful, memorable and highly useful”

“Has delivered way more than I predicted”

“Very valuable experience, challenging and led by well qualified professionals”

“An excellent and worthwhile programme. Very well delivered and planned”

“An excellent training programme, felt supportive, safe to express and it has given me so much food for thought”

“Very supportive environment with detailed focus on what we all wanted to achieve”

“I am very pleased with range of delivery and great presenters”

“I found the whole programme useful and full and a great way to learn from others”

“Can recommend very highly”

“All good, challenging”

“the manner of the presenters was so engaging, funny and informative”

“It is fabulous”

“Group activities are invaluable in sharing good practice and clarifying good ideas”

“Content excellent”

Leadership Programmes 2018

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 2018.

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. We also are currently seeking to accredit the programme as part of a Level 5 Diploma (Higher Apprenticeship) for Leaders and Managers which would be offered within the Wessex Group. This would require additional course and work experience components and further details should be available from early 2018.

- **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 the completion of any required course work and assignments
- 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 10 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 and assignments to be completed between modules. In addition, the Wessex Group is currently seeking to accredit the programme as part of a Level 5 Diploma (Higher Apprenticeship) for Leaders and Managers which would be offered within the Wessex Group. This would require additional course and work experience components and further details will be available from early 2018.

Who should apply? Those applying to the course are likely to be new or 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 2018 programmes.

Dates:

6 sessions January to July 2018

Thursday and Friday, 25th and 26th January 2018

Monday, 19th March 2018

Thursday, 26th April 2018

Friday, 8th June 2018

Monday, 9th July 2018

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. Each delegate will have a written report and 1:1 coaching/feedback from a 360° survey conducted in advance of the course. 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 leading to a bespoke report and the opportunity for a 1 to 1 coaching discussion.

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 2018 programmes.

Dates:

Wednesday and Thursday, 31st January and 1st February 2018 (RESIDENTIAL)

Wednesday and Thursday, 13th and 14th June 2018 (RESIDENTIAL)

Wednesday and Thursday, 31st October and 1st November 2018 (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). Each delegate will have a written report and 1:1 coaching/feedback from a 360° survey conducted in advance of the course. 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

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 2018 programmes.

Dates:

Thursday and Friday, 22nd and 23rd February 2018 (RESIDENTIAL)

Wednesday and Thursday, 23rd and 24th May 2018 (RESIDENTIAL)

Wednesday and Thursday, 31st October and 1st November 2018 (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. We have also augmented the course this year, with more wrap-around content, diagnostic assessments and, in some cases, new content. All fees are based on cohorts of 16 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 ¹	Advance Payment PLUS ²
Leadership Programme for Future Managers	£1,650	£1,815
Leadership Programme for Middle Managers	£1,650	£1,815
Leadership Programme for Senior Managers	£1,650	£1,815

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, 2nd November 2017. Enquiries should be directed to the Partnership Manager, Heather Hudson-Oldnall manager@wessexsfc.ac.uk

Links to booking:

FUTURE: http://wessexsfc.ac.uk/events_and_training/training/leadership-future-managers2018.html

MIDDLE: http://wessexsfc.ac.uk/events_and_training/training/leadership-middle-managers2018.html

SENIOR: http://wessexsfc.ac.uk/events_and_training/training/leadership-senior-managers2018.html

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

Closing date: Thursday, 2nd November 2017

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.

¹ 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

² Amount payable by Wessex Group Affiliates, other partial Wessex Group members.