



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

WORKING IN HAMPSHIRE  
PORTSMOUTH  
SOUTHAMPTON

# Leadership Programmes 2021

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# What people said about our 2020 Programmes

**“This is a fantastic programme”**

**“Feeling connected and engaged”**

**“Interesting to get the perspective on decision making from current college leader”**

**“Good discussion about motivational issues in action learning sets”**

**“Great presentation/support offered”**

**“Enjoyed methods and activities that is so varied”**

**“All of it was helpful, just to be able to regroup and reflect in a very supportive setting was great.”**

**“It has been very well taught”**

**“I thought the programme was excellently put together and allowed all members of the group to interact well”**

**“I found it very beneficial – really quite inspired and encouraged to look forward”**

**“All positive – it’s been insightful and interesting and I have felt comfortable and confident within the group”**

**“Really excellent and inspiring. The pace was just right”**

**“Really enjoyed the relaxed approach and ability to work with lots of other delegates and a variety of activities”**

## Leadership Programmes 2021

The Wessex Group of Sixth Form Colleges is committed to developing its staff to become leaders.

Building on over 15 years of success in leadership programmes for Future, Middle and Senior Managers, the Wessex Group is once again offering a full programme of leadership development activities for 2021. There will be adjustments made to programme delivery this year to work within government guidance and take account of precautions and restrictions relating to corona-virus. We are already working in this way for completion of our 2020 programme and we remain committed to offering high quality, useful and inspiring programmes for all leadership levels.

We are planning our delivery so that it can be adapted should social distancing measures be extended or reduced. Our trainers have been developing, extending and delivering content to the Wessex Group over a number of years, and this is another evolution in the shape of our training. They have developed a mixture of online and face-to-face sessions in this year's Leadership Programme. If in-person meetings are possible we will take measures to keep these Covid-secure (distancing, mask wearing, keeping the same breakout groups, keeping groups small), and will notify delegates in advance regarding these actions and what we expect from them. When we meet online we will make use of relevant practices such as flipped learning, using pre-course time for individual engagement with material that is then brought to life and made relevant through exploration with the trainer and participants. On a practical note, online sessions will have sufficient breaks for delegates to look after themselves and move away from their screens for a while.

We understand that life is more unpredictable and will also be planning to make asynchronous access available (e.g. recording of trainers' presentations, and shared outputs), while retaining privacy of breakout group discussions. It is envisaged that asynchronous access for any one session will be available for a limited time period e.g. up to the next session.

Our programmes for Middle and Senior Managers are run as 3 separate sessions each of 2 days duration - 6 days in total. This year, Middle and Senior Managers programmes will be non-residential. Our Future Managers' programme comprises an initial 2-day session and 4 further individual days, so is also 6 days in total. Our Future Managers' programme is accredited, leading to the ILM Level 5 Certificate in Leadership and Management.

- **Future Managers** – an accredited programme for newly or very new 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 (live or asynchronously) 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 take time away from the 'day job' to attend each module.

## The Programmes

### Future Managers

This programme has been running for 14 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 e.g. 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 Certificate with the Institute for Leadership and Management (ILM) and there will be a requirement for project work and assignments to be completed between and after modules. Action Learning Sets run throughout the programme and allow course participants to build a strong, supportive peer network whilst working through the course content in practical scenarios. Delegates also have the opportunity to take part in a leadership survey leading to a detailed report on their preferred styles and leadership behaviours.

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

*See also page 3 for general criteria for admission to 2021 programmes.*

#### **Dates:**

6 sessions January to July 2021

**Monday and Tuesday, 28<sup>th</sup> and 29<sup>th</sup> January 2021**

**Monday, 22<sup>nd</sup> March 2021**

**Thursday, 29<sup>th</sup> April 2021**

**Wednesday, 9<sup>th</sup> June 2021**

**Monday, 5<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. Each delegate will have a written report and 1:1 coaching/feedback from a 360° survey conducted in advance of the course. Further diagnostic surveys are included and the results explained in a supportive setting. Opportunities for short term placements in other partnership colleges can also be arranged.

Programme content will cover:

- 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

Each successful candidate will be allocated a mentor who will preferably not be a line manager and will be a senior post-holder. It is expected that participants will interact with mentors around 3-4 times during the year.

A series of master classes led by Principals forms part of the programme for *senior* managers and these are often made available to those on the Middle Manager programme also. If so, details of these will be available to delegates once the programme is underway.

**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 2021 programmes.*

### Dates:

**Thursday and Friday, 11<sup>th</sup> and 12<sup>th</sup> March 2021**

**Wednesday and Thursday, 16<sup>th</sup> and 17<sup>th</sup> June 2021**

**Wednesday and Thursday, 10<sup>th</sup> and 11<sup>th</sup> November 2021**

## 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. Principal mentors will be allocated to all those on the Senior Managers' Programme. 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.

A series of master classes led by Principals also forms part of the programme and details of these will be available to delegates once the programme is underway.

**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 2021 programmes.*

### Dates:

**Tuesday and Wednesday, 26<sup>th</sup> and 27<sup>th</sup> January 2021**

**Wednesday and Thursday, 19<sup>th</sup> and 20<sup>th</sup> May 2021**

**Wednesday and Thursday, 10<sup>th</sup> and 11<sup>th</sup> November 2021**



## 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 16 and are subject to small changes as agreed by the Wessex Group Executive for Leadership Programmes. Estimates are as follows:

Course	Advance payment <sup>1</sup>
Leadership Programme for Future Managers	£1,300
Leadership Programme for Middle Managers	£1,300
Leadership Programme for Senior Managers	£1,300

## 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, 5<sup>th</sup> November 2020. Enquiries should be directed to the Wessex Group Co-ordinator, Gillian Cross [gillian@wessexsfc.ac.uk](mailto:gillian@wessexsfc.ac.uk)

## Links to booking:

FUTURE: <https://wessexsfc.ac.uk/courses/event/detail/161>

MIDDLE: <https://wessexsfc.ac.uk/courses/event/detail/166>

SENIOR: <https://wessexsfc.ac.uk/courses/event/detail/169>

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

## Closing date: Thursday, 5th November 2020

### 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 make suitable arrangements such as venues, activities etc. 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.

*Gillian Cross – Wessex Group Coordinator*

<sup>1</sup> Paid following invoice which will be sent after programmes have been confirmed and delegate lists finalised.