

Programme Information:

The Next Generation Leadership Programme

Updated February 2018

This paper provides further detail about the NDTi's Next Generation Leadership Programme, to help you decide if you want to apply for a place.

The programme will be delivered over a five-month period starting in July 2018 – with two x two day residential modules at the start and end, and two one day modules in between – occurring at roughly monthly intervals but with a summer break). There are essentially two main elements to the programme, each focusing on different aspects of leadership for people working in services for people with learning disabilities (though the majority of the course content relates to leadership in wider than a single 'client group' context).

- 1. Leadership, Change and Personal Skills.** All the first module and last modules, the focus will be on issues of organisation change, leadership, team-working and personal management style. These sessions will be the more 'theoretical' parts of the programme, but will still be firmly rooted in the realities of life as a leader in services. The aim and purpose will be to share ideas, evidence and strategies to help equip participants with the tools they need to understand (i) how to operate effectively within an organisation (ii) how to lead significant change (iii) how their personal style can evolve and grow their potential to demonstrate real leadership.
- 2. Leading Edge Practice.** The two one-day modules will bring leading edge practice in learning disabilities to participants. The exact content of this will be determined by participants themselves, choosing from a 'menu' they will be offered on module 1. Each participant will get access to two subjects from the menu. This menu will include:
 - Partnership with the self-advocacy/user movement and with families
 - Community inclusion.
 - Employment
 - Self-directed support
 - Housing and support models
 - Individualised support for people with complex needs
 - Preparing for adulthood (transition)
 - Effective healthcare
 - Joint commissioning and integrated working

In addition to formal sessions, the Programme will create the opportunity for:

- Personal advice/mentoring sessions with the programme leaders
- Access to best practice materials and innovative ideas in related areas
- Mutual learning through the development of networks with participants in similar roles across the country

The programme works as an integrated package and so attendance at all modules is expected. Applicants will be asked to confirm that they are able to attend on all dates and managers to agree to release people to attend all four modules. The dates are:

- 4th and 5th July
- 6th September
- 9th October
- 20th and 21st November

The venue is to be confirmed but is likely to be at a residential study college or hotel in the Midlands.

The cost of the programme is £1,150 plus VAT. This covers all teaching and facilitation on the 6 days of the development programme, overnight accommodation on both residentials, meals and refreshments on all days and all materials associated with the course.



Outline Framework for the Next Generation Leadership Faculty

Please note, the detail of this may change in response to the availability of guest presenters and also to meet the wishes and needs of participants – but the essential framework and issues to be addressed will be as outlined here.

Module 1

The nature of exclusion and marginalisation of sections of society including the history of learning disabilities – understanding the context in which we are working.

Understanding the policy context

On the nature of leadership – what is a leader, what are the key characteristics of effective leadership, how to build those into a personal operating style.

Understanding how organisations work – the theory and practice of organisational life, why do our organisations function in the ways that they do, what are the implications of that for how we operate as leaders, how can we influence and shape the nature of our organisations.

Change management strategies – the theory and practice of how to make effective change happen in ways that produce the desired outcomes

Module 2

Expert sessions from the menu of options: –

Participants get to choose from two of:

- Partnership with the self-advocacy/user movement and with families in ways that get beyond the usual rhetoric
- Community inclusion, getting beyond traditional services to promote people's place as equal and valued members of their local community.
- Employment, how to implement evidence-based employment supports
- Self-directed support – what really is personalisation and how to turn it into a reality
- Housing and support – what is the evidence on different housing models and how can we ensure services are what they claim to be
- Individualised support for people with complex needs , being person centred and avoiding institutional solutions
- Preparing for adulthood (transition), getting a life not a service as young people enter adulthood
- Effective healthcare – equality of access to the NHS, the evidence and practice
- Joint commissioning and integrated working – what it is and how develop effective inter-agency working

Module 3

Expert sessions:

As for Module 2, but with a different two options from the menu being available.



Module 4

Personal resilience. How can leaders look after themselves and maintain both their personal wellbeing whilst also delivering change to a challenging agenda (with limited money!)

Large group interventions. Strategies for working with multiple stakeholders and developing shared visions and action plans.

Working with Teams: The theory and practice of how teams operate and how, as both a team member and team leader, you can increase team effectiveness. The impact of leadership style on team and group working

The leadership challenges for the future. What are the key emerging aspirations and needs of people with learning disability, families and services? What are the emerging financial pressures and opportunities?

