

Here's a brief update on the *all-sector management and leadership programme* led for the Skills for Business network by SkillsActive.

There's an online copy at <http://www.sfbn-mandl.org.uk/files/nl/0710.pdf>.

This time we're focusing on the work being done with the *English Regions* and the *Devolved Administrations* together with two of our solutions: *Action Learning* and the *Inspirational Leadership Programme*.

Inspirational Leadership for Innovation

In the dramatically fast-changing world we live in today, Innovation is critical to success and depends upon truly inspirational leadership. There has been a substantive change in terms of what is required of good leaders over recent years and those organisations whose leaders do not move with the times will undoubtedly face serious problems in an ever more uncertain future where competition is increasingly intense.



Nigel
Crouch

Leaders today at all levels have to inspire their people throughout the organisation to be fully involved in finding better ways of keeping ahead of the competition. The old days of 'command and control' are gone. If you are to be sufficiently fleet of foot to stay ahead of the competition a collective approach that unleashes innovation and creativity is essential.

Inspirational Leadership leads to a highly motivated workforce which, in turn, leads to inspirational results. The Inspirational Leadership Programme provides a number of powerful practical pointers for leaders at all levels on how they can inspire and motivate their people and colleagues to achieve superior performance.

Inspirational Leadership Offer to the SSCs

- A proven and very powerful way to engage your employers
- An easy to use and tested tool to identify employers' needs
- A door-opener to the provision of quality employer support

Inspirational Leadership Offer to the Employer

- Practical, quality support to enhance your business performance

Provider Training Workshops

We are rolling out a new series of training workshops for providers. These will provide an in-depth understanding of how to use and interpret the new Inspirational Leadership Insight Tool and will be led by Jill Garrett and Jonathan Frank of Caret, who helped develop the Tool for the Dti. The workshops will also offer those who are interested the opportunity to become an 'approved' provider of the new Tool.

Inspirational Leadership Insight has been developed following in-depth research with a number of inspirational leaders, hundreds of 'followers' and leading executive search consultants. The Tool enables leaders and potential leaders to quickly and easily obtain their inspirational/motivational leadership profile on-line and will then point up a number of areas for suggested practical action. Its value, however, is maximised when it is put in context by a specialist thoroughly trained in its use.

The first of three one-day workshops will take place in London on December 7 and, following on from the content of this first day, each participant will be asked to try out the Insight Tool on six people in leadership roles and then give them each appropriate feedback. They will share their learning from this exercise at the second one-day workshop on January 25 and then be fully drilled in the comprehensive utilisation of the Tool at the individual level. The third one-day workshop on

February 15, will focus on the application of the Insight Tool at the team, as opposed to individual, level recognising the real value that can be obtained from using the Insight Tool in the Top Team context.

The workshops are targeted at corporate HR/Training staff and Leadership Coaches who, after attending the three days, will be fully fitted to use the new Insight Tool in a leadership training and coaching capacity.

Where relevant, 'approved' status will be obtained by participation in the three day programme and providing feedback to a further six leaders or potential leaders after the third one-day workshop. Each participant will be asked to provide names and e-mail addresses of those they have given feedback to at this stage and the six recipients of feedback will be asked to return evaluation forms in strict confidence, which will then form the basis for 'approved' status.

Places are limited and we very much hope that you will be able to attend this very worthwhile Workshop Programme.

There is also a one day *M&L Champions'* session for the network on November 27. Finally we're pleased to announce that ILP will form part of the 'SSC Network Capability Development' programme this year.

Interested?

Then please do contact Nigel Crouch (nigelcrouch@f2s.com). For more details of the programme click on <http://www.sfbn-mandl.org.uk/IL.htm>.

National programmes

Scotland

We're pleased to welcome Brian Keegan to our team. The recently published "*Skills for Scotland: A Lifelong Skills Strategy*" has now been built into our Scottish action plan which has been approved by the Scottish Steering Group for implementation between October 2007 and March 2008. The next meeting of the Steering Group will be held on 14th November, 2007 to review progress on the key outcomes of the plan.



Brian Keegan

The Plan and other relevant documents for Scotland can be accessed directly on <http://www.sfbn-mandl.org.uk/Scotland.html>. For more details, clarification or to offer suggestions please contact Brian at bjriankeegan@blueyonder.co.uk or on 01355 522955.

Wales



Christopher Ward

We're delighted to be working closely with Christopher Ward, Chief Executive of the Wales Management Council, and Rachel Jones of the SSDA in Wales. We have asked Christopher to broaden our research on the needs of employers in Wales. This will complement and extend the conclusions of the previous Sector Skills Agreement UK-wide exercise and gives us an opportunity to update that work.

The current plan and solutions have been presented to the Wales SSC Forum for comment. Please contact Sue Hook (sue.hook@skillsactive.com) for more details.

Northern Ireland

Dr Alan Preston will shortly be working with us in NI alongside Siobhan Weir (s.weir@skillsactive.com) of SkillsActive to ensure that we are engaged with the needs of the NI market and working closely with our NI partners. More details in due



Alan Preston

course.

English Regional partnerships

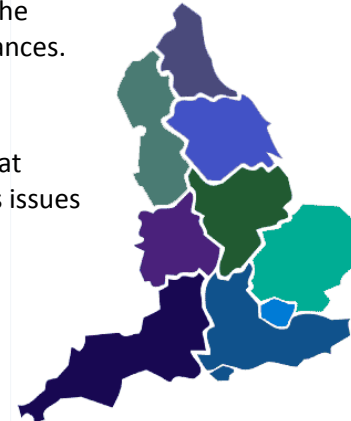
The English Regional Database¹ document now includes a section for each Region showing how the all-sector team is working to achieve specific goals and outcomes and the progress being made. The team has still to engage with Yorks and Humber and North East England but all other Regions are now involved in some level of dialogue.

The concept of a new Management and Leadership (M&L) / SSC alliance has sparked significant interest in the South West Region and is now in the process of being created to work alongside existing regional SSC alliances.

Action Learning and the English Regions

Action Learning is an extensively used and widely praised process that helps managers and leaders solve both short and long term business issues using the collective wisdom of a supportive group.

Funded programmes for Action Learning are progressing well in the South East² while programmes in the North of England through the Northern Leadership Academy (NLA) will shortly benefit from improved employer engagement and broker involvement³.



Discussions have been started to share the South East model with the South West to establish if a regionally funded programme could be made available through *Leadership South West*.

Engagement with SME Employers

Activities with brokers and SSCs continue to develop across the English Regions. A joint workshop with brokers, the NLA and SSCs was held in Leeds in October and West Midlands and South East England events are under discussion.

SSC alliances with brokers in the North West, East Midlands and the South West are active including joint employer visits. In particular we have had very successful broker and employer engagement in the South East with Business Link. Work in London is ongoing.

Recently a presentation of the programme was given to the National Broker Training Steering Group.

For more information contact David Black at (david.black@sfbn-mandl.org.uk) or on +44 (7759) 818 460.



**David
Black**

A final word

If you have any comments or questions then please do contact any of the core team. We are:

Mike Hender (mike@hender.net), John Thorpe (john.thorpe@skillsactive.com) and Sue Hook (sue.hook@skillsactive.com).

¹ http://www.sfbn-mandl.org.uk/files/regions/Regional_dbase_latest.pdf

² <http://www.sfbn-mandl.org.uk/region-SEEDA2.html>

³ <http://www.sfbn-mandl.org.uk/region-NLA.html>