

Two page strategy overview – Skills for Business network Position

Updated November 07

The Skills for Business Network (SfBn) has matured over the past three years and has now developed a major evidence base from Sector Skills Agreements. Acting on the management and leadership content of this evidence, our goal is to improve the capability and effectiveness of managers and leaders in the UK by helping them develop world class management skills; thereby reaping the benefits of significantly improved national productivity.

A new culture for Management and Leadership development

Our vision is that by 2012 the prevailing culture in the UK will be for managers of all sizes of organisations to be aware of their role and committed to continuously developing their skills. The result will be that most managers will actively seek out personal skills development opportunities.

Strategic Goals

The Skills for Business network intends to:

1. Act as a coherent network and engage our employers with this important work
2. Promote the value of the network's contribution with evidence-based, compelling messages
3. Work through partners to capitalise on national programmes and punch above our weight in each of the home countries
4. Position ourselves to take full advantage of the opportunities offered by the Leitch Review, in particularly the creation of the Commission for Employment and Skills
5. Maintain current and robust management skills intelligence, regularly analysing the contribution that the network is making to improving the capability and effectiveness of managers, and adjusting our shared work programme to meet needs

The Role of the Skills for Business network - key principles and partnerships

The SfBn will make a unique contribution in providing strategic leadership for the development of management and leadership in the UK by engaging with the:

- Commission for Employment and Skills
- Leadership and Management Advisory Panel and
- Leadership and Management Steering Group

The SfBn will be represented on both the Panel and the Steering Group. It will take responsibility for promoting the sectoral view of leadership and management development based on an analysis of employers' skills needs derived from the Sector Skills Agreements.

CEOs, in the revised network governance structure, and working under the Supply Side Reform Group will take an interest in coordinating messages on leadership and management.

The SfBn will work to ensure:

- there are fit-for-purpose National Occupational Standards for management, leadership and entrepreneurship covering all sectors through its partnership with the Management Standards Centre. Each SSC will be encouraged to integrate the NOS into their own frameworks and promotion strategies to employers
- an appropriate supply of qualifications, training and development packages reflecting the National Occupational Standards
- success stories will be celebrated to provide managers with compelling reasons to invest in tailored and specific development opportunities
- it fully exploits its responsibility for consulting with, and representing employers.

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Whilst every Sector Skills Council has responsibility for its own strategic approach to management and leadership development which will include sector specific solutions; in order to present a united front to other agencies and key partners, SSCs will work as a coherent network with each SSC providing a lead individual with responsibility for leadership, management and entrepreneurship.

SSCs will contribute to a Forum where the SfBn can share good practice and develop ideas. With the backing of the Forum we will:

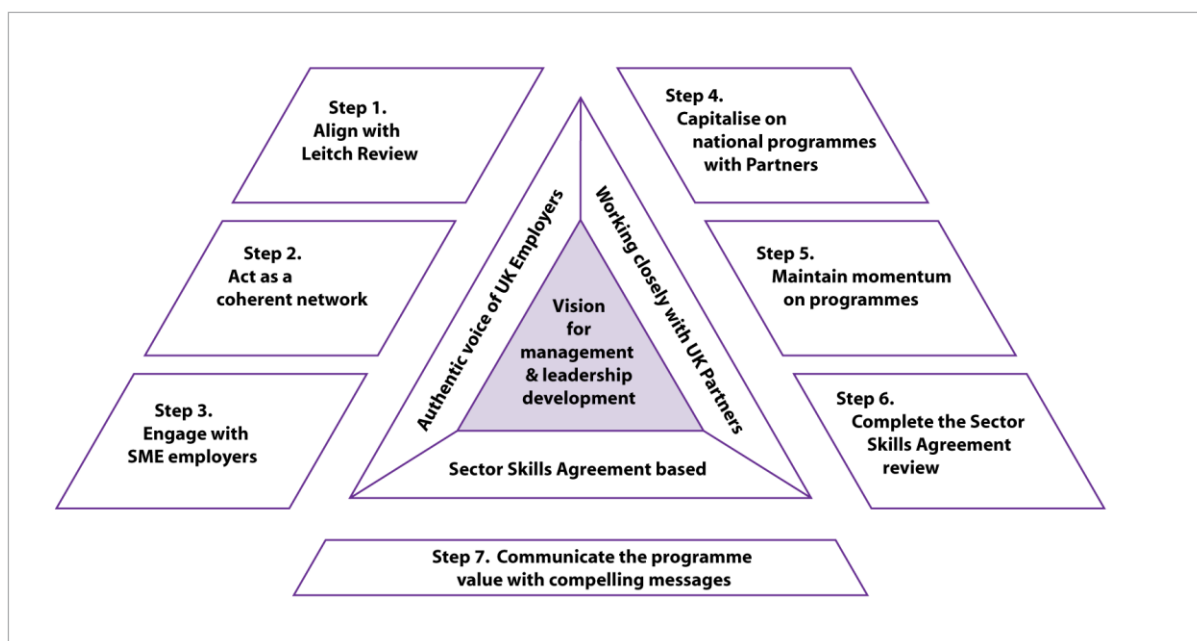
- establish the clear position and authority of the SfBn
- engage more closely with the key stakeholders and agencies in the Regions and Nations
- give full account to the individual requirements of each of the Home Nations
- engage more closely with the professional bodies through the Consultative Council of Professional Management Organisations
- develop shared solutions if appropriate.

By working with the Leadership and Management Advisory Panel we will seek to:

- help establish best practice in management and leadership development
- assist with the rationalisation of leadership and management development opportunities to ensure they are inspiring, meaningful and capable of empowering real change.
- provide smart signposting to ensure the opportunities are easy to find
- encourage suppliers, intermediaries and government to present their offers as solutions to short and long term business problems
- explore the concept of a National Skills Academy (in England) which would integrate with other NSA proposals to avoid conflict or overlap.

Tactical approach

Our tactical approach will focus on the following seven practical steps while supporting wider ranging initiatives emanating from the Advisory Panel:



A particular focus will be placed on engaging with the English Regions, Scotland, Wales and NI to influence their plans and capitalise on their resources. We will extend our reach significantly by improving employer engagement both directly and through channels such as the various national broker channels.