

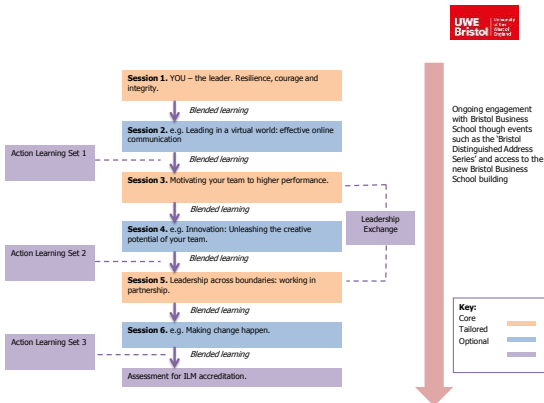
Why?

- Business research continues to reaffirm that the biggest driver (70%) of organisational performance and employee engagement is Line Managers behaviour in terms of:
 - Communication – setting clear objectives and honest two way communication
 - Focussing on employee strengths
 - Performance seen as a positive, regular conversation, not just at annual appraisal intervals
- 2017 staff survey
 - Senior officers in the Council are sufficiently visible and in touch with what happens across the organisation Agree = 56%
 - Changes that affect the entire organisation are managed and communicated well by senior leaders score Agree = 63%,
 - People within Swindon Borough Council are held accountable for their actions –Agree 64%
- Peer reviews and consultancy feedback – we need to be braver, we need to focus on performance and equip leaders to rise to the challenge of delivering public services in a decreasing budget context

Our manager → leader programmes

- 1) Swindon Manager – getting the basics right
- 2) Aspiring Leaders Programme – recognising emerging talent
- 3) Future Leaders Programme – leaders getting ready for their next senior role or project
- 4) Footdown Senior Leadership development

Future Leaders	Aspiring Leaders
9 month programme	4 month programme
1 cohort of 16 per year	2 cohorts of 16 per year
Middle management level or above	All employees eligible
University partnership (accredited)	Internally facilitated
Academic and practical components	Theoretical and practical components
Both have: <ul style="list-style-type: none"> - Application process - Coaching and psychometrics - Real business challenges 	



Our esteemed Mentors

- Howard Topliss: Chief Executive Green Square
- Ian Green: Chief Executive Terrance Higgins Trust, Chair of Advance Housing
- Charity Wood: Senior Performance & Operations Manager (Channel Development & Innovation) Nationwide Building Society
- Alex Atherton (Serving Lt Col and ILM Fellow)
- Julie Layton: Chief Executive Advance Housing
- Lieutenant Colonel Lucy Giles : Commander of New College Sandhurst
- Hugh Robertson: CEO & Founding Partner RPM (Crossed both North & South Poles)
- RAF Sqn Ldr John Hook (Serving and ex Army. Currently mentors RAF Logistics Officers)
- Dom Roberts: Managing Director RPM
- Melanie Goldsmith: Owner & CEO Smith & Sinclair (Winner of Start up Entrepreneur of the year)
- Chloe Ellis: Group CEO Captivate Group
- Dave Maxwell - Ex Army Lt Col, now working in Nigeria – but travel here so no exotic expenses sorry!)
- Lt Col Chris Stuart (Ex Army ..just!)
- & the class of 2017/18 Future Leaders at SBC – learn from those who have done it!

Aspiring Leaders

- Anyone with *leadership potential for the future...*
- All employees can apply – do not need to have management experience
- Team business challenge
 - Set by CMT - team pitch and present at end
 - Link with external organisation for insight/ideas
- Training session on relevant topic
- Psychometric profile and workshop
- 1 coaching session and feedback

Digital inclusion challenge @

Nationwide Innovation Lab...

Networking – first challenge at Steam



Current cohort – scoping at the DMJ building prior to visiting



WH Smith

Presenting to the OE board...

