WORKFORCE DEVELOPMENT

Leading the way in social care
Social Care Leadership Development Programme

Agenda
- Background
- Update and discussion
- Key issues
- Key action points
- Any other business
SCIE is running a third year of the highly successful Social Care Leadership Development Programme.

The programme will again be run by The King’s Fund, Birmingham University and The Tavistock and Portman NHS Trust.

Who should apply?

You should currently be a senior manager in adult social care with either lead responsibility for commissioning or an equivalent provider role.

The 2008/09 programme welcomes applications from:

• potential directors of adult social services and potential directors or chief executives in provider organisations
• black and minority ethnic applicants
• private sector provider applicants.

Places are available to people who use services and carers who either individually or in user- and carer-led organisations are responsible for commissioning services.

The programme aims to help people to lead within the challenges of the changing face of social care policy.
Programme content, design and delivery

The programme is designed to provide a developmental and outcomes-focused framework that draws on participants’ experience and relates to their current work environment. The core content themes are:

- leadership for social care outcomes
- personal and organisational leadership
- community leadership.

The programme will be delivered through a range of activities including whole cohort events and individual coaching. Its three modules are complemented by learning sets that support the practical application of leadership in participants’ own daily work. The programme expects sponsoring agencies to outline how their organisation plans to make use of their employees’ learning.

1. Leadership for social care outcomes:

- outcomes-centred planning
- power, empowerment, rights and risks
- equality and diversity
- user and community involvement
- performance management and quality assurance.
2. Personal and organisational leadership:
   - understanding and developing yourself as a leader
   - individual and team leadership
   - leading change in organisations
   - systems and complexity
   - understanding under-the-surface dynamics in organisations, teams and individuals
   - creating a user-focused learning culture.

3. Community leadership:
   - partnership and networks
   - integrated commissioning and service delivery
   - social inclusion
   - community capacity building
   - negotiation between community, voluntary and statutory organisations.
Intakes, module dates, venues and fees

There will be three intakes to the programme, in September and November 2008 and January 2009, with a maximum of 24 participants in each group. The programme schedule enables participants to attend alongside their other working priorities. Each of the three modules involves five residential days, in two three-day units.

The programme is funded by the Department of Health. Costs for participants from user-led and community organisations will be fully met. Participants from other organisations will be required to pay to cover accommodation and meals.

The programme will take place over a 12-month period.

User involvement and equality

People who use services will be involved in planning, delivering and evaluating the programme. SCIE and the University of Birmingham and its partners are committed to a positive approach to equality and diversity.

Academic accreditation

The success of the programme will depend on the application of learning in practice. Participants will be encouraged to register for the Postgraduate Certificate in Strategic Social Care Leadership (subject to University of Birmingham approval). This award is being designed specifically for this programme and will enable participants to reflect on their learning and examine how they are using it to improve outcomes for people who use services and communities. Awards are based on continuous assessment and successful participants will be able to apply for transfer to the MSc in Social Care Leadership and Management.
For more information

For more information and an application form, please contact:

Elizabeth Scott, Programme Administrator, Social Care Institute for Excellence, Goldings House, 2 Hay’s Lane, London SE1 2HB on 020 7089 6920 or email elizabeth.scott@scie.org.uk

If you wish to discuss how this programme can enhance your personal or organisational leadership capacity, please contact: Eleanor Layfield, Practice Development Manager, Social Care Institute for Excellence, Goldings House, 2 Hay’s Lane, London SE1 2HB, on 020 7089 7112 or email eleanor.layfield@scie.org.uk
Programme run by:

Institute of Local Government Studies (INLOGOV), University of Birmingham is a leading centre for innovative public sector research and provider of continuing professional and management development, consultancy and teaching for public servants. INLOGOV has a major influence on public policy and management, providing strong links with politicians, councillors, organisations and individuals who share their commitment to local communities.

Birmingham Lifestyles is an independent organisation run by and for disabled people. It aims to empower members to achieve their own goals in life and organises interest groups and one-to-one support.

Health Services Management Centre (HSMC), University of Birmingham is one of the leading centres specialising in development, education and research in health and social care services in the UK. HSMC specialises in offering health management postgraduate education and is also a leading partner in the prestigious and award winning NHS Management Training Scheme.

The King’s Fund exists to improve health and social care through developing people, services and policy. It runs a wide range of programmes for people working in and using human services.

The Tavistock and Portman NHS Trust is the leading NHS mental health postgraduate training organisation. It provides organisational development, executive coaching and change management.
About SCIE

SCIE works with people and organisations throughout the social care sector to identify good practice – that is, practice that helps to create good outcomes for people who use services and carers. Using information we gather from many sources, we produce free resources, which draw out key messages from good practice.

Our work covers the breadth of social care and we are particularly concerned with the development of human resources in social care. We believe that by developing people’s skills and abilities we can improve outcomes for people who use services. This is why we have commissioned this programme. SCIE has also commissioned the Improvement and Development Agency to run the Social Care Futures Programmes for black and minority ethnic managers across the social care, education, housing and health sectors.

For more information about SCIE and its work on workforce development visit www.scie.org.uk