



Leading for the new agenda

A leadership programme for service
managers in the independent sector



social care
institute for excellence



Leading for the new agenda 2009/2010

The Social Care Institute for Excellence, in collaboration with NCF and SCA, is pleased to invite applications for a new and exciting social care leadership programme.

The programme offers a unique development opportunity for future social care leaders in the independent sector and their organisations, supporting participants to meet the challenges and opportunities of working in the current adult social care environment with creativity and confidence. The programme will focus on the following key areas:

- working with current adult social care policy agendas
- developing personal and organisational leadership potential
- supporting partnership working across the social care sectors and with service users and communities
- managing change and the challenges of delivering clear social care outcomes for individuals and communities.

It will provide participants with a framework for leadership development which is practical and outcome focused. The programme is aiming for accreditation by City University and participants will be supported to achieve the Postgraduate Certificate in Strategic Social Care Leadership, with the option of continued study to Diploma and Masters levels at the end of the programme.

Who should join the programme?

This programme is specifically designed for staff employed as service managers or equivalent within the independent and third social care sectors in England.

Programme values and context

Putting People First sets out a challenging vision for social care, founded on service user and community-centred outcomes.

Social care leaders must now explore innovative ways of applying their skills in situations where empowering service users and communities challenges traditional methods of providing services, and where traditional line management is replaced by partnership systems.

SCIE is committed to equality and diversity and people who use social care services will be involved in delivering the programme.



Programme content and delivery

The programme is designed to provide an outcome-focused framework for leadership development, drawing on participants' experiences and relating these to their work environment within a clear adult learning structure. The programme offers a range of learning opportunities including experiential learning events, theory and policy inputs individual coaching and access to a range of inspirational speakers and practical delivery tools.

The programme is made up of two modules, as follows:

Module 1: developing personal and organisational leadership

This module will enable participants to develop the personal skills, leadership capabilities and policy knowledge to work more effectively in an adult social care environment. Key learning outcomes include:

- increased understanding of current social care policy and implications for independent sector organisations
- enhanced personal and organisational leadership capabilities
- increased awareness of personal styles, assumptions and leadership behaviours
- improved communication and negotiation skills

- increased understanding of equalities issues and enhanced capacity to manage difference in a social care context.

Module 2: leading change in partnerships and communities

This module will develop the knowledge, tools and capabilities to support leadership of social care outcomes in partnerships and communities. Key learning outcomes include:

- increased knowledge of partnership policy and models of co–production in the social care environment
- enhanced personal and organisational capacity to work in partnership with commissioning partners, service users and communities
- development of good practice and innovation in social care service delivery
- increased competence and confidence to use participative tools and strategic planning methodologies
- increased understanding of political styles and enhanced capacity to manage in a political environment
- understanding of change models and increased capacity to lead sustainable change in the social care environment.

The modules will be delivered across 10 days. The programme will take place over a six month period and will consist of 4 x 2 day residential events and 2 x individual days, with access to individual coaching. The modules are underpinned by the development of work based experiments to support individual behaviour change and practical application of learning in participants' work context.

Programme dates and fees

There will be two intakes to the programme in September 2009 and January 2010. The programme schedule enables participants to attend alongside their other working priorities.

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

How to apply

A limited number of places are available on the programme therefore a competitive selection process may be required. For more information or to request an application form, contact Tim Harrison at: leadershipinfo@scie.org.uk, telephone: 020 7089 6849

The closing dates for applications is **Friday 3 July 2009**

SCIE's programme partners

Allison Trimble Associates

Allison Trimble Associates brings together a diverse range of professionals with broad experience across the public, private and community sectors. Their experience welds together the practical and theoretical strands of leadership development. The team has a reputation for offering high quality, innovative programmes which enable individuals and their organisations to maximise leadership potential and capabilities.

Social Care Association

SCA is a professional membership association for anyone who works in social care. SCA is a UK wide organisation that believes in and promotes good practice.

National Care Forum

The National Care Forum represents the interests of not-for-profit health and social care providers in the United Kingdom.

City University

City University was founded in 1894 as the Northampton Institute and awarded full university status in 1966. The university has close contacts with leading professional institutions and with business and industry. City is a top ranking university for employment and further study.

About SCIE

The Social Care Institute for Excellence (SCIE) supports the transformation of social care by identifying and transferring knowledge about good practice across adults', children's and families' services.

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

Social Care
Institute for Excellence
Goldings House
2 Hay's Lane
London SE1 2HB

tel 020 7089 6840
fax 020 7089 6841
textphone 020 7089 6893
www.scie.org.uk

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