

An East Midlands
Programme

AN OPPORTUNITY FOR LEADERS AND MANAGERS IN THE EAST MIDLANDS

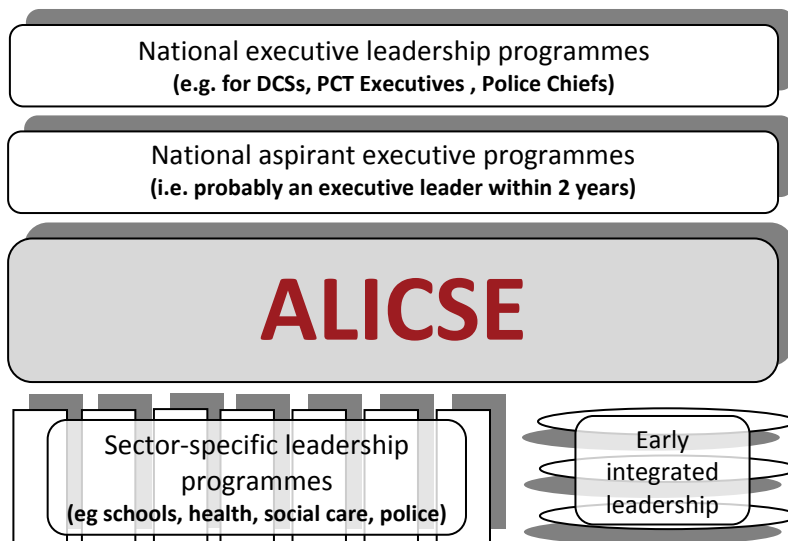
This East Midlands programme for advanced leadership in an integrated children's service environment is a unique programme created, supported and co-ordinated by the Directors of Children's Services (DCSs) to meet a key need in the region.

ALICSE is for colleagues who are ambitious to improve their leadership capability beyond the scope of existing leadership programmes. It is for existing leaders who may be a head of service/organisation or equivalent who are now developing their leadership within an integrated children's service environment. ALICSE participants will be working in one of the children's service 'sectors' of health, schools, justice and crime prevention (eg police and youth offending) sport and culture, youth work (including Connexions and young people's housing support), social, family and community support (for example in family centres and agencies supporting fostering) and the third sector across these sectors.

DCSs and Children's Trusts may also specifically seek to develop key individuals as part of their talent spotting and succession management strategy. There is no direct charge to individuals or areas.

In 2011/12 places on the programme are being co-ordinated by the DCSs through their local Children's Trust arrangements. The programme is supported by the National College for Leadership and previously by the East Midlands Improvement and Efficiency Partnership (EMIEP).

How ALICSE is designed to fit in with other leadership programmes



What's special about ALICSE?

ALICSE is a distinctive East Midlands programme that has been designed to provide some particular learning and development opportunities:

- A totally personalised programme enabling each participant to tailor the learning to their particular needs and leadership profile, whilst ensuring compatibility with national service programmes
- 30 participants in each cohort from across the region and from a range of backgrounds providing rich opportunities to learn with and from one another
- Support from a personal tutor from one of the five regional universities involved in the programme, leading to 30 CATS points in children's service leadership at post graduate level
- Access to the National College leadership library and online knowledge programmes
- Multi-professional leadership learning opportunities with a focus on integrated children's services delivery, including facilitated action learning sets to sustain and embed cross-professional, reflective and collaborative learning with ongoing learning support provided by ALICSE HEI Tutors
- Cohorts developed as communities of learning practice providing key contacts, support and advice well beyond the programme
- A personalised programme supported by 360 degree diagnostics and balanced score cards to map to the National Leadership Qualities Framework and address three levels: individual development, organisational service improvement and regional succession management
- Events providing opportunities to work with international leadership experts and serving corporate leaders from around the region and to engage in innovative problem-solving with fellow participants (three day events, one of which is a 24 hour event requiring an overnight residential stay at the National College)
- Personalised locality-based action learning and problem-solving assignments impacting on outcomes for children, young people and families
- Relevant shadowing or placement experiences
- On-line registration, tracking of progression and e-portfolio facilities.

Duration

The formal planned elements for each cohort will take place over several months. However, there are also a number of essential introductory activities, requiring several hours' commitment, to be completed before the first programme event in order to plan personal goals and priorities. Participants will also be able to access and continue their learning activities after the formal activities are concluded.

Applying for a place on the programme

Places on the ALICSE programme during 2011/12 are being allocated across the region and across different sectors in a process co-ordinated within each Children's Trust by the Director of Children's Services. Enquiries for places for those based in a single Children's Trust area should therefore be routed through the relevant Children's Trust. Colleagues not based in one specific area should make their enquiry to jriep@sdsa.net.

Participants will need to obtain the agreement of their line manager and secure a 'sponsor' who will provide an element of local support to champion their work and support the local focus. They will meet up with the participant on a regular basis throughout the programme for a few minutes to review progress, provide support for the locality-based task and dissemination of outcomes.

Participants will also need to be in a position to give the necessary time and commitment to engage fully in the programme. Participants will need to commit time for reading, reflection, work-based learning and one-to-one work with mentors, in addition to a placement in a new setting (min 1 day) and three leadership events. It is anticipated that this will amount to 2-4 hours per week.