

North Yorkshire Improvement Partnership Newsletter

Development Centres

The Project has funded 6 development centres in the last year, which has seen 20 Senior managers and 24 Middle managers go through this process. Although an intense and demanding day, having reflected on their experience, delegates have found this experience valuable in self awareness and managerial development. The Project is in the process of training Local Authority Assessors, which will allow more Development Centres to be run throughout the County (see details on page 3). The development centres are aimed at identifying the strengths and future development needs of managers who are among those considered to have the potential and identified as being key to the organisation's future.

Here is a quote from a delegate:

"The development centre was an intense day, where I felt challenged and probed all day long but at the end of it I felt quite uplifted; I had learnt so much about myself. There were some areas where they thought I had some skills, but there were lots of areas where it showed I needed more development. After discussing it with my manager, he encouraged me to attend the ILM 5 course, so I could develop the skills in the areas we had identified. I am now keen to have the 360° appraisal, where anonymously my bosses, peers and the people I supervise can all give an honest opinion about how I handle situations, so I can identify other areas to develop in the future"

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Mentoring Programme

The Mentoring Programme has begun with 19 Mentors and 15 Mentees being trained and they are now in the process of regularly meeting. Further training is organised for 29 November for Mentee Training and if you are interested in taking part please contact your local representative for more details - contact details can be found at the end of this newsletter.

Master Class Feedback

All master classes were successfully completed and with a total number of 317 places filled through the 9 sessions.

Coaching Master Class

"The course aims to quickly improve your ability to coach someone and provides a good grounding in the key skills they need to develop and boost confidence"

ILM (Institute of Leadership Management) Programme

The Introductory Diploma in Management programme accredited by the Institute of Leadership Management has been launched with 8 cohorts started throughout May to October. Two further cohorts start in January 2008 which will bring the total number of delegates enrolled on this programme throughout the County to 104.

Member Development Programme

Following discussions with Members and Member Development Officers a programme of development activities was started in September and will run until December. Topics include:

- Time Management
- Speed Reading
- The Art of Talking
- Effective Partnership Working
- Community Engagement
- Engaging Backbenchers
- Media Skills

Each session has been held in a range of geographical Council locations across the County. Feedback so far has been really positive with suggestions of other areas of training for the Spring and Summer programme. We are now starting to put together the next programme and if you have suggestions for priority topics please contact your local representative (details at the end of this newsletter) or contact the Project Team at alyson.king@hambleton.gov.uk or vickie.caldwell@hambleton.gov.uk

E-Learning for Members

The Project Board has just agreed to sign up to the Modern Councillor Programme developed by the Learning Pool which will provide members with a series of 'bite sized' modules of training which can be accessed electronically at any time. An update of this will be provided in the next edition of the Newsletter.

Coming Up...

More activities are planned by the Project for the next 6 months. Read below to find out how you can become involved in these development opportunities.

Facilitation Skills for Leaders and Managers in Local Government

The concept of the all-powerful manager is no longer appropriate - we now work in a more co-operative, empowered environment in which managers need to adapt a facilitative approach, involving and drawing on the expertise of work groups and project teams as well as managing relationships with other stakeholders. This workshop will introduce facilitation as the management style for the new era in local government. The tutor will demonstrate a facilitation approach focusing on 'outcomes' and 'deliverables'. He firmly believes facilitation can deliver results and maximise the experience and input of groups in a participative and engaging way.

Managing Projects Workshop

This workshop is being planned to assist managers in the planning and managing of projects that they may be involved in - whether small or large. The workshop will not be focusing on Project Management systems such as Prince 2 or IT based tools such as Microsoft Projects, but aims to equip managers with the general principles and some useful tools that can be used in their everyday work.

Community Cohesion Programme

The Community Cohesion Programme will include modules on Equalities, Migrant Working, Partnerships, designing and carrying out a Self Audit, Community Engagement, using an Outcomes Framework and establishing a Local Network or Learning Circle. It is anticipated that delegates will be able to access this as an entire programme or 'pick & mix' of modules. Further details will be issued soon.

Development Centres

Two future development centres have been arranged for the 14 and 16 January 2008. These are aimed at middle managers and if you are interested please discuss with your line manager and local representative (details on page 4).

Changes to the NYIP Project Group

Welcome to:

Samia Hussain, Head of HR, Craven District Council replacing Louise Vardey as a member of the Project Board.

Kelly Hanna, E-Learning & Development Project Officer. Kelly has been appointed by the Project to work County wide with Partners adopting the Learning Zone and to help develop the Member menu on the Learning Zone. Kelly is seconded to this post for 1 year from September 2007.

North Yorkshire Improvement Partnership

Project Board Members

Dianne Adams (Chair)	Head of Human Resources	Harrogate Borough Council
Janette Barlow (Vice-Chair)	Head of Service for Human Resources	Selby District Council
Samia Hussain	Head of Human Resources & Performance	Craven District Council
David Sainsbury	Head of People & Performance	Hambleton District Council
Mairi Reed	Head of Human Resources	Richmondshire District Council
Sandra Whitnell	Corporate Learning & Development Advisor	City of York Council
Jenny Parkin	Corporate Learning & Development Advisor	City of York Council
Roger Kaye	Head of Human Resources	Scarborough Borough Council
Colin Parkin	Head of Workforce Planning & Performance	North Yorkshire County Council
Owen Hayward	Head of Staff Risk	North Yorkshire Fire & Rescue Service
Louise Sandall	Head of Human Resources	Ryedale District Council
Julie Steel	Development Services Manager	North Yorkshire County Council
Alyson King	Project Manager	North Yorkshire Improvement Partnership
Vickie Caldwell	Project Support Officer	North Yorkshire Improvement

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This newsletter has been produced by Vickie Caldwell and Alyson King North Yorkshire Improvement Partnership

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