

Grow Share Lead



www.socitm.net/lead



Shape the future:

**Join a network of
transformational leaders**

Welcome to Socitm Lead

We at Socitm want to share our energy, passion and commitment to work with our members, alumni and across the wider sector to ensure that we are creating and supporting our digital leaders' community. This is a key priority for the society and pivotal to the success of achieving good outcomes for all.

To develop and implement place-based, people-centric services, public sector leaders need to be excellent communicators. They must possess empathy and a rich understanding of how technology can improve lives and communities. They need to reach out, to listen, to learn, to share and to challenge.

How do they achieve this if the sector continues to work in silos? Put simply, they can't. As Marshall Goldsmith said: "What got you here, won't get you there." Disruptive technology and its implications require a fresh and disruptive approach. Leaders need to create environments where collaboration is the 'norm'.

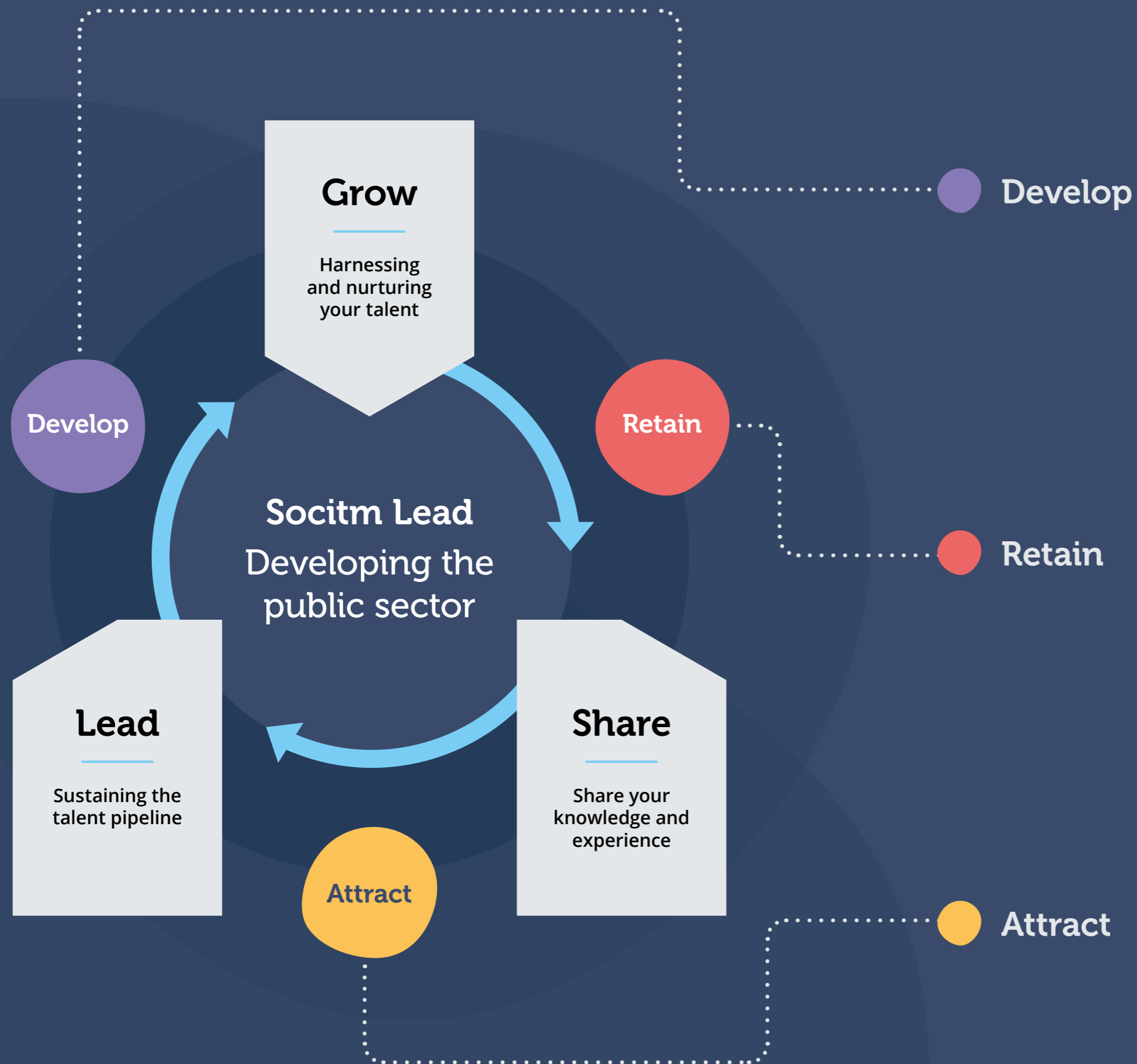
Socitm *Lead* is a growing community committed to opening-up collaboration more broadly. We facilitate conversation and consultation, not just within organisations but between different local authorities and on the global stage. *Lead* helps attract, grow and promote innovative, bold and compassionate leadership within a framework that's supportive, authentic and altruistic.

It brings together a range of initiatives, resources and opportunities under one accessible and inclusive umbrella. We are creating a new paradigm of leadership at all levels and this vision extends well beyond those already in more senior positions in our sector. We understand that to continually feed the talent pipeline and affect organisational cultural change, we need to build confidence, develop resilience and inspire passion among those who may not have considered a career in the public sector previously.

Continually expanding and forever evolving, the *Lead* community is in its relative infancy. However, it is already improving outcomes for service users and professionals. Being involved in our network at such a pivotal time makes you an important part of a movement towards leadership that is facilitative, flat and more diverse. It also makes you a key component of the development of both *Lead* and the public sector of tomorrow.

We champion change

Grow • Share • Lead



Our Leadership Academy development programmes are designed and delivered in partnership with QA training. They harness, stretch and promote the talents and skills essential to successful contemporary leadership.

For those undertaking an academy programme, this is the first stage of the *Lead* development cycle. Enrolling on this pathway of personal and professional growth introduces cohorts to the pillars of successful leadership.

Graduation from our Leadership Academy automatically makes you part of a unique network of influential thinkers with the collective power to make impactful and game-changing decisions within the public sector.

Cultivating future leadership is essential to the public sector. It's integral to ensuring the long-term stability of service delivery in a climate of increasing disruption. That's why Socitm is launching a mentoring programme.

As well as retaining talent, our sector needs to attract it. In a constantly evolving climate, fresh-thinking, new approaches and increasingly diverse input is required to keep pace with change.

Attracting enthusiastic and passionate people to careers in the public sector is an integral part of Socitm Lead's vision and objective.

Academy

Our Leadership Academy development programmes are designed and delivered in partnership with QA training. They harness, stretch and promote the talents and skills essential to successful contemporary leadership.

Aimed at professionals, in both the public sector and affiliated commercial organisations, these programmes invest in individuals. They empower participants to take risks and challenge convention imaginatively, collaboratively and confidently.

A scalable number of Leadership Academy places are available as part of our membership packages. However, additional and non-member places are available.

For those undertaking an academy programme, this is the first stage of the *Lead* development cycle. Enrolling on this pathway of personal and professional growth introduces cohorts to the pillars of successful leadership.

Whichever programme you choose, you'll become part of a network of upcoming and established leaders. Combining self-reflection, classroom and distance learning with teamwork, collaboration and practical assignments, each programme is delivered in a flexible and accessible way to accommodate your busy work schedule.

We are also able to develop bespoke programmes for specific groups. These can be specifically tailored to meet your specific needs and can be delivered in your own work environment.

**The academy is getting bigger.
Grow with us.**

"The most powerful, thought-provoking parts were the self-challenging/self-reflecting elements that led to the development of my understanding of my personal circle of influence and how to increase that circle."

Valuing resilience:

Empowering Women

Diversity in the workplace is important. Everyone knows this. It gives organisations access to a greater range of talent. It un-restricts creativity and opens-up resources without boundaries. For the public sector particularly, it provides insight into the needs and motivations of all service users, not just a few.

Despite this, women make up just a tiny percentage of those working in technology in the UK. This despite the 2011 census revealing that 51% of the UK population is female.

Our Empowering Women programme is designed to give you the confidence to be who you are. It encourages you to embrace the value you can add to leadership and helps you deliver this skilfully.

Encouraging you to face challenges that might hold you back, Empowering Women helps you use the tools, techniques, insights and confidence you gain from this programme successfully and impactfully in the workplace and beyond.

"The key thing I took away with me was believing in myself, in work but also out of work."

Nurturing ability:

Top Talent

Top Talent will help you accelerate your career progress by harnessing and honing your leadership skills.

Technology is changing the way we deliver public services. In these times of disruption, our sector needs leaders with vision, talent and insight. True leadership is about people, not processes. Effective leaders think critically, take risks, inspire others and innovate in order to affect change.

This programme is for people who have the talent and accountability to become outstanding leaders. Those who drive change through collaboration and passion. Top Talent encourages you to focus on your unique qualities, develop confidence in your own abilities and to create impact through action: empowering those around you to the betterment of all.

Top Talent has already played a direct role in advancing the career progression of participants.



Changing cultures:

Senior Leaders

This one-day workshop has been designed to address the specific challenges facing senior leaders in the public sector. How do you drive change when there's a resistance to doing things differently and taking managed risks?

Senior Leaders equips you with proven practical tools and techniques to help you successfully change your organisation's culture and gain buy-in from the top-down. It also affords an opportunity to reflect upon own leadership style and develop confidence in your vision, philosophy and foresight.

Working alongside your public sector peers, you'll also benefit from sharing best practice and high-level collaboration as you discuss the unique circumstances and responsibilities associated with your role.

"Leave your inhibitions at the door - this is a safe and thoroughly enjoyable experience. I was thinking about retiring, but am really enjoying things again!"

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The academy is getting bigger

Grow with us

Alumni

Graduation from our Leadership Academy automatically makes you part of a unique network of influential thinkers with the collective power to make impactful and game-changing decisions within the public sector.

As part of our alumni, you will be able to reach out to your peers, share experience and offer and receive support. Our alumni community also serves as a knowledge bank where you can pay-in or make a withdrawal at any stage of your career.

As well as proving an invaluable career development tool for its members, our alumni association is about making invaluable improvements to public sector service delivery.

Through collaboration, interaction, discussion, socialising and motivation, we not only enhance our own lives but those of individual service users and, collectively, the communities we represent, support and champion.

As part of our development cycle, our alumni break new ground and play a vital role in improving outcomes for all.

"When people come back from a Leadership Academy course, there's an almost tangible change in the way they carry themselves and approach problem solving."





Keep connected:

Mentoring

Cultivating future leadership is essential to the public sector. It's integral to ensuring the long-term stability of service delivery in a climate of increasing disruption. That's why Socitm is launching a mentoring programme.

For local authorities, employee retention is vital. Experience and knowledge of local idiosyncrasies and issues are a crucial factor in the efficiency and effectiveness of strategic planning, and this cannot be developed overnight.

Mentorship dramatically improves staff retention. It helps people in more junior roles visualise a career path and value their mentor's experience. This helps shape their future plans. However, mentors do not necessarily have to be more senior than the people they mentor. What matters is that mentors have experience that others can learn from. Reverse mentoring programmes, where younger employees share their experience with senior colleagues, are also powerful employee engagement tools.

We are looking for mentors and mentees to join our pilot scheme and become part of a fresh approach to retaining and developing talent in the public sector.

"The next steps for my personal development are to carry on reminding myself that I am improving day by day as a person and to always be proud of everything I have achieved."

Fresh thinking

Outreach

As well as retaining talent, our sector needs to attract it. In a constantly evolving climate, fresh-thinking, new approaches and increasingly diverse input is required to keep pace with change.

Attracting enthusiastic and passionate people to careers in the public sector is an integral part of Socitm *Lead's* vision and objective.

Building a truly connected community involves thinking beyond existing employees and even the confines of the communities we serve today. A truly connected community is an international one. A global network of people who work together to realise a shared vision and make the world a better place.

Socitm is well established on the world stage, enjoying collaborative and connected relationships with international organisations and thought leaders. This positions us, ideally, to undertake an outreach programme that promotes the value and attractiveness of public sector careers societally and without boundaries.

Our Leadership Academy alumni are an important part of this strategic aim and we look forward to involving the *Lead* community in this initiative as it continues to grow.

"Understanding my own values and communication style better – as well as those of others – helped me implement different strategies with team members."



Building the future:

Schools

Future vision lies at the heart of Socitm *Lead*. It forms the core of our philosophy and purpose. Individually and collectively, we are committed to providing the next generation with the tools they need to establish a vital and rewarding place within both society and the public sector.

We are developing an outreach programme where we will deliver our Empowering Women and Top Talent programmes to schools and colleges throughout the UK. We are also actively taking steps to bring our programmes and the philosophy underpinning *Lead* to international communities, including Ghana.

In acting together, we can achieve great things. By understanding their value to the wider world and through helping children and young people to find the confidence and resilience they need to thrive, our community members become pioneers who open up doors of opportunity.



Facilitating excellence:

Returners

Fortunately, life is never predictable. Contemporary society and employers need to now flex and adapt to retain and develop talent at a point where desirable skillsets and approaches to work have changed.

For many reasons, people often need to take career breaks to accommodate the ebb and flow of life's rich pageant, whether planned or unforeseen.

Sadly, those having to take a sabbatical from the day-to-day rigidity of full-time employment have all too often been siphoned from the talent pipeline historically. This has left both them and the sector wanting in terms of achievement and reward.

Socitm *Lead* is working on the creation of a brand-new returner's initiative for the public sector. This will facilitate a smoother pathway towards returning to work after a career break. This helps ensure society continues to benefit from the expertise and insight of a diverse, creative and dynamic workforce.

"This really helped build my self-esteem, and on returning to the office I felt more confident immediately and felt my contribution to the team was valued."

**We know
experience is
indispensable**



NHussain

Nadira Hussain

Leadership development and research director

“It’s never been more important to attract, retain and develop people with passion, commitment and foresight. Through their vision, we can transform public services and deliver robust, customer-centric, place-based outcomes for the communities we serve.

The drive to deliver cost-effective, accessible, joined-up services and to remove duplicity demands a different response than previously.

The cultural change necessary to achieve this is dependent upon people’s ability and freedom to work collaboratively and share experiences of issues and challenges faced.

They need to be able to do this in a safe and supportive environment.”

**We can transform
public services.**

