

## PRIORITY AREA 2: DEVELOPING LEADERSHIP CAPACITY

<b><u>Developing Leadership Capacity</u></b>					
Action	Priority	Outcomes	By When	Responsibility	Resource Implications
Ensure fourth re-accreditation to the Charter for Member Development	M	Re-accreditation of Charter Plus	July 2014	Head of Democratic & Support Services	Cost of any associated training, research and documentation production
<i>Enhance managerial skills/knowledge especially in the areas of performance management skills, financial management and risk assessment.</i>	M	<i>A minimum of 100 managers a year attending events</i>	<i>Annually</i>	<i>Chief Officer: Human Resources/Learning and Development Manager/HR Managers/senior managers</i>	<i>Time to develop and deliver workshops/information sessions/case studies, etc.</i>
<i>Provision of a First line Manager/Team Leader Institute of Leadership and Management (ILM) certificate programme (Level 3)</i>	M	<i>Minimum of one group per year successfully completing programme</i>	<i>April 2013 and annually thereafter</i>	<i>L&amp;D Manager</i>	<i>Course costs/staff time attending workshops ILM accreditation</i>
Follow on activities to support needs identified during attendance at Development Centre sessions	M	New plans approved by CMT	December 2012 and ongoing	L&D Manager	Time and cost of trainers/observers/staff time attending events
Induction of new Members following any elections	M	New Members able to carry out	Ongoing	Head of Democratic	Printed material/time of trainers

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through the delivery of personal development plans.		their role effectively in a speedy manner		Services and L&D Manager	
Revision to and delivery of a programme for managers responsible for building safety.	M	Programmes developed and delivered at least twice per annum	Annually	L&D Manager	Course costs/staff time attending course