

PRIORITY AREA 2: DEVELOPING LEADERSHIP CAPACITY

<u>Developing Leadership Capacity</u>					
Action	Priority	Outcomes	By When	Responsibility	Resource Implications
Provision of pilots in level 3 and 5 Institute of Leadership and Management (ILM) mentoring/coaching certificate programme.	M	Minimum of one group per year successfully completing programme	April 2014 and annually thereafter	L&D Manager	Course costs/staff time attending workshops ILM accreditation
Enhancing partnership approaches with regard to learning and development activities which impact on all 6 unitaries in Berkshire.	M	Learning and development resources seen to be used effectively	Annually	L&D Manager	Development time/Course costs
Delivery of a programme for employees to ensure that the Government's Data Protection and Information Security standards are met	M	Programmes developed and delivered monthly	On-going and in response to government requirement changes	L&D Manager	Development time/Course costs/staff time attending course
Enhance managerial skills/knowledge especially in the areas of performance management skills, supervision, information security, financial management and managing flexible working	M	A minimum of 100 managers a year attending events or using packages	Annually	Chief Officer: Human Resources/Learning and Development Manager/HR Managers/senior managers	Time to develop and deliver workshops/information sessions/case studies, etc.