

## PRIORITY AREA 2: DEVELOPING LEADERSHIP

Action	Priority	Outcomes	By When	Responsibility	Resource Implications
Put in place a programme focussed on Developing Future Chief Officers as a means of ensuring leadership succession planning	H	Programme in place	Commencing June 2016	Chief Officer: Human Resources	Cost of external support to develop the programme
Extend provision of Level 3 and 5 Institute of Leadership and Management (ILM) management award and certificate programmes.	M	Minimum of one group per year successfully completing programmes	April 2016 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 Berkshire unitaries.	M	Learning and development resources seen to be used effectively	Annually	L&D Manager	Development time/Course costs
Enhance managerial skills/knowledge	M	A minimum of 100 managers a year attending events or using elearning 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.
Develop and launch the e-learning packages relating to the managerial and supervisory competency frameworks	M	Packages launched	Updated annually	L and D Manager	Time to develop packages and to update these every 6 months in line with e-learning policy