



EMPLOYMENT COMMITTEE- 11 JULY 2013

LEADING FOR HIGH PERFORMANCE - UPDATE

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of Report

1. The purpose of this report is to update Employment Committee on the outcome of stage 2 of Leading for High Performance (LfHP) for managers and on further development of the approach to leadership for manager's grade 15 and above.

Background

2. Papers have been presented to Employment Committee on the 9th September 2010, 30th June 2011 and 14th June 2012 and 13th December 2012 setting out a strengthened service planning and performance management approach, which is underpinned by the LfHP approach and subsequent development programme.

Leading for High Performance

3. Stage 2 of LfHP was delivered to managers and staff grades 13 and 14 between June 2012 and March 2013. The programme focused upon the key leadership challenges facing the Council including leading change, working in partnership, strategic thinking and the leadership behaviours required of managers to lead the Council going forward.
4. The programme was developed by the LfHP Steering Group with the additional themes of:-
 - Leading with emotional intelligence
 - Developing and maintaining trust
 - Negotiated leadership
 - Leading people through change

Next steps

5. As an approach to leadership rather than purely a leadership development programme, LfHP offers the potential to consider and address the key issues for leadership and management within the Council in order to meet the current and future challenges.
6. Working with the Council's Corporate Management Team and the LfHP Steering Group, it is proposed that further development support is provided to senior

managers' grade 15 and above in order to:

- shape the future leadership capability and capacity;
- support the transformation agenda, for example commissioning and partnership working;
- support the delivery of high performance across the Council.

7. Where appropriate, the four key modules referred to above will be used as tools to support the approach.

Recommendation

That the continuation of Leading for High Performance programme be supported.

Background Papers

People Strategy Reports to Employment Committee on 24 October 2008 and 29 February 2009, and the Leading for High Performance Reports on 9th September 2010, 30th June 2011 and 14th June 2012 and 13th December 2012.

Circulation under the Local Issues Alert Procedures

None.

Officer to Contact:

Jennifer Penfold, Corporate Learning and Development Manager
Tel: 0116 305 5615
Email jennifer.penfold@leics.gov.uk

Equal Opportunities Implications

There are no equality issues arising from this development.