

Appendix B

IDeA Leadership Academy

“We expect a lot from our top councillors – to be everything from a financial whizz kid to an agony aunt. But where can you learn the vital skills you will need, to help your council meet the challenges of 21st century local government? “

The Leadership Academy is a place where leaders, and those in leadership positions, can learn the latest thinking in political leadership from some of the best people in the business.

Part of the strength of the Leadership Academy is that it acknowledges that leadership can be a lonely business. It provides an environment where councillors from across the political spectrum can meet leaders from other councils and parties and talk about issues that are common to them.

This combination of learning from experts in the field of leadership and from the experience of their peers gives graduates confidence in their abilities and a network of trusted colleagues.

How does it work?

The Academy takes place in three modules of two days each, with an optional fourth module if participants want to look at any of the issues more deeply. Each module considers a different aspect of leadership and is led by tutors, with an intimate knowledge of their subject. The programme is designed specifically with councillors and their broad experience of education in mind, so teaching encompasses a range of styles and methods of delivery.

The small classes – there are no more than 24 councillors on each course – allow a high level of participation and discussion with case studies and practical exercises.

Module one: focuses on personal leadership, and is provided by Andrew Holder Associates. The aim of this module is to encourage councillors to look at what kind of leader they are, and how this affects the way they make decisions, delegate responsibility and empower their colleagues.

Module two: looks at political leadership and is provided by the Local Government Centre, Warwick Business School and the Institute for Political and Economic Governance (IPEG). Experts deliver a participative programme that explores the theoretical and practical aspects of political and organisational leadership.

Module three: explores community leadership and cohesion, and how councillors can make the most of their relationships with community leaders to make sure the community is properly involved in council plans. It is provided by the Office for Public Management.

The fourth module is optional and its content and structure are designed to meet participants' preferences.

Essential Information

Who is it for?

Leading members, which includes: leaders of councils; leaders of political groups; executive and scrutiny committee members; portfolio holders; scrutiny chairs; and opposition spokespeople; are eligible to apply for the academy. It is perfectly acceptable for local authorities to block-book a number of councillors at once, but only one will be allowed to attend each programme. Programmes are cross-party and restricted to 24 members at any one session, to ensure maximum participation.

How long does it take?

Three modules of two days each during a period of three months. An optional fourth module takes place at a time agreed by course participants.

What does it aim to do?

Develop participants' leadership style, give them confidence and create a support network among peers in other councils and parties.

Who delivers it?

Module 1: Andy Holder Associates.

Module 2: Warwick Institute of Governance and Public Management and the Institute for Political and Economic Governance (IPEG).

Module 3: Office for Public Management.

Module 4: Depends on subject chosen by participants.

How much does it cost?

£1,400 plus VAT for modules: 1-3.

Where do programmes take place?

All modules are residential and take place in a range of venues around the country.