



Leadership for Change

Certificate in Service Management and Leadership

(Services for People with Learning Disabilities and Autistic Spectrum Conditions)

An essential course for anyone leading on Self Directed Support

The personalisation agenda is arguably providing the biggest challenge to the provision of Social Care for many years. To take things forward and make change happen we need inspirational leaders who understand what needs to be done, can build partnerships and can truly lead the way to a better future.

In this time of unprecedented change and challenge where will you stand?

Will you lead, follow or will you get left behind?

About the course

Following success in previous years, Paradigm, together with the University of Lancaster is running another leadership course for managers working in Learning Disability Services, Services for Disabled Children and Services for People with an Autistic Spectrum condition. The course has evolved and been updated to take on board the challenges of personalisation, with a clear focus on leading through the move to more self directed support. This is an intensive 16 month long programme, leading to an award of a Certificate in 'Service Management and Leadership' from the University of Lancaster. The course equips participants with the knowledge, skills, networks and confidence to successfully implement a challenging programme of development and change in their own areas. Drawing upon many of the current national leaders in the UK and an international faculty, this programme offers an unparalleled opportunity for personal and professional development.

This course gave me the opportunity to discover what true leadership means and completely challenged me to re-evaluate what role I had to play. It not only equipped you with the skills to be a leader, but also gave you the confidence to use them. The ride of your life!" Mary Hardiman – course participant 2007/09

Course Faculty

The course will be led by Claire Winfield (Director of Consultancy, Paradigm)

We also have a varied and talented faculty of guest speakers including:
Wendy Perez – Self Advocate and Associate Paradigm Consultant
Carmel McConnell – Change activist & founder of the Magic Breakfast Company
Prof. Eric Emerson – University of Lancaster
Simon Duffy – Centre for Welfare Reform
Sally Warren – Managing Director

Course aims

- ◆ To inspire, develop, motivate and enthuse Delegates
- ◆ To develop courageous and confident new leaders who are not afraid to serve people needing support on their own terms
- ◆ To develop the necessary leadership skills to deliver the national policy agenda around personalization
- ◆ To encourage delegates to think more broadly around complex problems and become an effective problem solver
- ◆ Build a strong network of leaders across the country

Why invest in this course?

- ◆ We focus on what leadership is all about - the future and in particular Self Directed Support
- ◆ We tackle the most difficult issues head-on
- ◆ You will interact with nationally and internationally recognised consultants, policy formers, trainers, leaders and practitioners who:
 - are at the top of their fields and know what they're talking about
 - have successfully led and managed complex change across a whole set of different organisations
- ◆ We focus on what is effective in human services, by drawing upon the lessons from leadership in both private and public sectors
- ◆ You become part of a natural support mechanism comprising of aspiring leaders from across the country - that can last long after the course finishes
- ◆ It has the right balance between academic theory, practical experiential learning, real life case studies and course work
- ◆ There will be lots of opportunities to plan what you will do 'back at the ranch'
- ◆ There'll be some fun along the way
- ◆ It's fantastic value for money
- ◆ You will get a qualification from the University of Lancaster worth 60 CAT

Context

Anyone who is leading the provision or commissioning of services for disabled children, people with learning difficulties or people with an autistic spectrum condition faces a time of unprecedented change. Individualised budgets, self directed support and person centred approaches mean radical change is needed in how services and supports are currently organised. What do the leaders of these changes, new systems and new forms of organisation need to do? What do they need to know? Will what you do make a difference to the people you provide services for? This course takes the learning from a wide range of contemporary theorists and marries that with the most up to date practice examples and practitioner knowledge.

Course structure

There are seven modules which are two day residential blocks and will include keynote presentations on the topic areas, small group discussion, action learning groups, handouts and a reading list. Each module is lead by the Course Leaders, Claire Winfield and Judith North, drawing upon an extensive faculty of managers, academics, consultants, policy makers, amongst others. The modules will be spread over 16 months, starting in October 2009. The course is residential offering opportunities for relaxed and informal networking



What is expected of the Delegate

- attendance at all modules
- willingness to put heart and soul into implementing change at a local level and making a difference to people's lives.

Qualification

Completion of assignments is optional. Participants who successfully complete the assignments will receive a Certificate in Service Management (Services for People with Learning Disabilities) and 60 CAT points from the University of Lancaster.



Module Timetable

Module Four You as Leader

17th & 18th August 2010

- ◆ Knowing and using your strengths
- ◆ Maximising your impact on others and personal effectiveness
- ◆ Personalising, communicating and delivering a vision



Learning Styles

The course will adopt a full range of learning approaches including focused presentations, group discussion, a web based discussion forum, action learning and group problem solving, scenario planning, substantial reading material, notes for all modules, assignments and work based exercises, and face to face networking with delegates from across the country.

Venue

The course will run from Leicester University campus with the exception of the first module. The First module will be held in a hotel close to the campus and act as an ice breaker for the course.



Module One Getting Started

6th & 7th January 2010

- ◆ Introduction to Leadership
- ◆ Social policy
- ◆ Government and Personalisation Policy, organisational and inter-organisational context in which today's leaders lead
- ◆ The shape and form of future leaders - same or different?

Module Five Working Through Others

30th September & 1st October 2010

- ◆ Tools and new ways of working that lead to change and innovation
- ◆ Understanding, working with and motivating your team

Module Two Leadership: First Principles

21st & 22nd April 2010

- ◆ What it looks like in people (Leadership Behaviour)
- ◆ What it looks like in organisations
- ◆ What difference it makes (Leadership Stories)

Module Six The Technicalities

5th & 6th January 2011

- ◆ Understanding with the system
- ◆ Getting around and through the blocks
- ◆ Housing, regulation, policy and policy innovation (In Control)

Module Three Leadership for Change

29th & 30th June 2010

- ◆ Leadership for change
- ◆ Managing change & everyday leadership - what's the difference?
- ◆ Letting Go - people with learning disabilities leading for themselves
- ◆ The future context

Module Seven Succeeding and Moving On

February 2011

- ◆ Knowing when you have arrived
- ◆ Celebrating and consolidating change

Messages from participants completing in 2009

"One of the most emotional, real, inspiring things I have ever done. Learning so much about yourself, you understand other people. I would do it all over again as I know there is so much to learn and this gets you wanting to learn more."

Jackie Skinner

"Do the course because you believe you can make a difference, not because your manager has sent you to hopefully educate you. You need the raw ingredients to get the most out of this course. If you really want to reflect on your practise & the range of services you deliver, this is the place to be. Don't bother if you just want it to look good on your C.V. - my guess is you will either be found out or drop out!"

Catherine Parker

"The LFC course was life changing for me as it made me realise that you don't have to be a senior manager to be a leader. Everybody has this potential and the course has helped to unlock my leadership abilities and has given me the confidence to bring about some big changes in the organisations and Local Authorities where I work. If you're prepared to put the time and effort in, you will be inspired, will reap rewards and have a lot of fun along the way".

Claire Gleeson

"It proved to be an essential part of my leadership development and has given me the tools to tackle many difficult challenges. For me, this was a course where I made many friends, enjoyed real debate about difficult issues and improved my self-awareness and leadership. It will make you look at how you work, in both challenging and rewarding ways. I cannot recommend it enough."

Terry Langton

The Costs

The cost to participants is £2750 (+ VAT)

The fees include:

- ◆ all 7 modules (14 days in total)
- ◆ all teaching and tuition costs
- ◆ a full Belbin team role analysis
- ◆ university fees and charges
- ◆ overnight accommodation in en-suite rooms and all meals during the modules
- ◆ all course materials and handouts
- ◆ extensive reading list and contribution to books
- ◆ use of the University's Leisure facilities
- ◆ award of the qualification upon completion

Leadership for Change - Booking Form

For additional delegates please photocopy this booking form

Delegate

Name:.....

Organisation:

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Address:

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Tel No: Fax No:

Email:

Do you have any special needs or dietary requirements?

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Please return completed booking forms to:

Paradigm, 101 Woodside Business Park, Birkenhead, CH41 1EP .

Tel: 0870 010 4933 Fax: 0870 010 4934

(For smaller organisations of between 5 – 250 paid staff, financial support may be available through your local Business Link who have further information on www.traintogain.gov.uk which provides up to £1000 towards leadership development.)

Payment

I enclose a cheque for £3162.5 made payable to Paradigm

Please invoice for the Attention of:

Name.....

Address.....

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Tel No.....

Order No.....

Email.....

