

Aspiring Managers Programme

This programme has been developed as part of the **Leadership & Management Development Pathway**, and is a fantastic development opportunity for Senior Care & Support Staff wishing to progress to management.



Staff who attend the programme don't necessarily need to be line managers, but should have some supervision responsibility within their role.

Prior to attending the four day programme individuals should complete the 'Introduction to Managing People E-Learning' accessible on LearnPro.

Key focuses of the programme include:

- Successful behaviours for leaders & managers
- Developing a positive working culture
- Effective supervision
- Key drivers in Adult Social Care & relevant legislation

Leadership & Management Development Pathway



Programme Synopsis

Day 1

- Introductions, expectations
- 'Best bits and challenges of the role'
- Principles and values ... exploring their impact in a work context
- Research-based/person centred practice ... aspiration or reality?
- Influencing others and using resources to underpin best practice

Day 2

- Key drivers in adult social care
- Legislation and evidencing compliance with regulations
- Successful behaviours for leaders and managers
- Communication to inspire and influence others

Day 3

- Developing a positive culture and effective team development
- Supporting and enabling staff through change
- Effective supervision skills, and systems/processes that reflect a 'magnet organisation'

Day 4

- The qualities of a learning organisation
- Learning when things go wrong: Complaints, Safeguarding reviews and HSE/CQC prosecutions
- 'Thriving not just Surviving': Promoting resilience in self and others
- Next steps ... priorities and goals moving forward.

To express interest in attending future cohorts of this programme please contact the Proud to Care team on ptc@gloucestershire.gov.uk