

# Future Directions CIC

Future Directions' senior directors came together to shape programmes enabling the development of new and aspiring managers and deputies.



“Whilst external training can be great from a knowledge point of view, we felt it was important that we personalised leadership and management development around our own values, ways of working and policies.

“What we’ve done over the past 18 months is to develop the foundations of a more formalised leadership and management programme that we’re introducing. This will cover a number of objectives aimed at every level of management, starting with aspiring managers and covering what they need to do.

“We’ve created a support plan for our aspiring managers that sets out that when you move up through the organisation here are the skills, values and behaviours that you need to demonstrate.”

Our leadership and management programme offers a range of short courses that can be undertaken across the year as part of a full programme or selected as individual sessions.

The sessions are delivered by a mixture of internal managers and external learning providers and covers:

- Performance management
- Disciplinary and grievance
- Sickness and absence management
- Lead to succeed programme
- Resilience at work
- Values workshop for managers
- Investigations for managers
- Conflict management
- Investigations for senior managers
- Positive Behaviour Support for managers
- Supervision and appraisal

“We publish our programme for the year ahead so that our deputy managers, deputy team managers, team managers and others can plan their learning and development at the earliest opportunity.

“Our leadership and management programmes are proving successful and aiding retention. We have very few deputies or team managers leaving the organisation. Staff know there is a career pathway for them at Future Directions CIC.”