



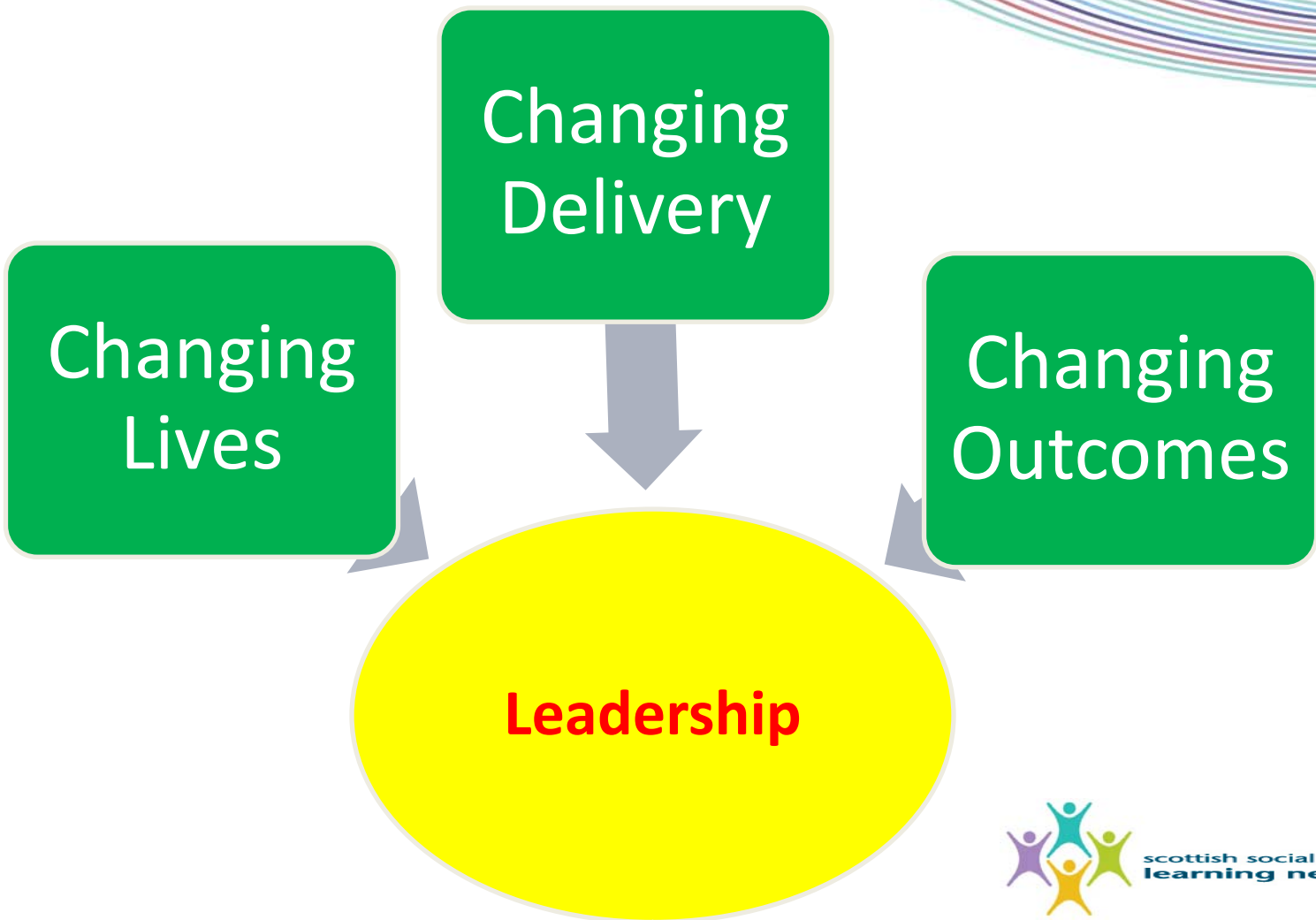
scottish social services  
**learning network**  
tayforth

**workforceunit**

voluntary sector social services workforce unit

Tayforth & VSSSWUnit 27 October  
Coaching & Mentoring Workshop

# Leadership for Change



# Leadership action plan for social services

- Governance via Scottish Government led national leadership steering group
- Partnership between the SSSC & SSSLNetworks
- Launch of Social Services Leadership Action Plan April 2010
- Emphasis in next year on engaging with the sector to set out the vision for leadership in social services
- Key objectives of this work:

# 8 key objectives in Action Plan 2010/11

- **Map** existing leadership activity and any evidence of impact
- **Engage** with employers to raise awareness of planned leadership activity, map existing activity & identify needs
- **Engage** with social services sector to lead and further develop leadership communities
- **Engage** the sector on the leadership framework, using the continuous learning framework

# 8 key objectives in Action Plan 2010/11 contd.

- **Explore** the development of a successor to Leading to Deliver
- **Promote** awareness of existing online leadership resources and identify areas of further need
- **Develop** senior leadership capacity within social work services to aid succession planning in particular for the role of the CSWO
- **Scope** strategic links between leadership activity in social services, health & education

## **Leadership communities:**

Groups of practitioners who support and encourage one another to expand their individual and joint leadership capacity

Leadership development beyond the individual; complex cross organisational working needs new ways of thinking and working-'old' solutions no longer work!

Distributed leadership; everyone is expected to provide leadership in ways appropriate to their role

Leadership & Change: being able to inspire , manage, lead and help others cope with change

Partnership & Collaboration-cross sector, organisational context

# The 4 Ps

Purpose

People

Process

Performance

# COACHING/MENTORING AND LEADERSHIP DEVELOPMENT

- Both ranked highly as leadership development tools by sector leadership programme candidates
- Often used either before or following formal training to support consolidation of learning/readiness to learn
- Organisations embedding coaching and mentoring to support the workforce in number of ways



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## CONTACTING US

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