LEADERSHIP DEVELOPMENT PROGRAMME

2027

ADEPT

The Association of Directors of Environment, Economy, Planning & Transport

It's never been a more exciting or challenging time to be a place leader

Developing members and supporting them is at the heart of ADEPT's work.

We run a number of programmes, designed to drive innovation, develop leadership and empower our members to excel in their roles.

ADEPT Leadership Pathway Programme

For early career professionals

The entry level programme - learn how to make a meaningful impact and develop leadership skills.

ADEPT Leadership Development Programme

For mid-career professionals

The next step - suitable for anyone reporting to an Executive Place Director or the management level below that.

ADEPT Place Leaders' Pioneering, Action-orientated, Creative & Entrepreneurial (PACE) Programme

Exclusively for place directors and senior leadership

The advanced programme - designed exclusively for place leaders.

By investing in our members' development, we aim to create a dynamic community of forward thinking leaders, who are equipped to navigate the complex challenges of our sector with confidence and creativity.

ADEPT's Leadership Development Programme is a unique opportunity for aspiring Directors of Place who want to move beyond their own specialisms to become future leaders.

In partnership with SOLACE (Society of Local Authority Chief Executives), ADEPT's inspirational programme has been designed specifically to explore how place leadership is evolving where financial pressures, devolution and climate change are at the forefront of local and national agendas.

To become a place leader, constantly balancing strategic priorities with the provision of day-to-day services, requires skilled leadership and the ability to bring a broad, cross-sector approach to the role.

The programme has been created for people currently in a Tier 3 or 4 senior leadership role. We are looking for applicants with ambition to make a difference to their places, their organisations and to ADEPT itself - our leadership team of the future.

Working with colleagues, place directors, course leaders and guest speakers, the programme will give you the opportunity to:

- use time away from demanding roles to reflect on yourself as a leader.
- explore how to move from being a specialist / expert to a leader of place.
- build on previous leadership and management training.
- develop new skills, debate issues and explore challenges.

Following highly successful previous years, we will be running two cohorts in 2027. Each programme will launch with a detailed overview of the aims, concepts and modules and an opportunity to network with colleagues. The launch is followed by four modules and the programme finishes with the ADEPT Autumn Conference. The dates for 2027 are:

Programme		Cohort 18	Cohort 19
One-Day Launch:	**Programme Launch**	23 March 2027	29 April 2027
Two-day Workshop:	**Module 1: Leadership and Change**	20-21 April 2027	25-26 May 2027
Two-day Workshop:	**Module 2: Strategic Thinking**	8-9 June 2027	12-13 July 2027
Two-day Workshop:	**Module 3: Working Collaboratively across Organisations**	20-21 July 2027	9-10 September 2027
Two-day Workshop:	**Module 4: Coaching for High Performance**	7-8 September 2027	2-3 November 2027
Two-day Conference:	**ADEPT Autumn Conference**	TBC November 2027	TBC November 2027

We are seeking applications from a wide range of people and backgrounds. ADEPT is committed to providing opportunity, encouraging diversity and enabling both the programme and our organisation to benefit from fresh perspectives in an inclusive environment.

The entire programme costs £2,850* and we hope aspiring place directors will take advantage of a programme designed specifically for them. The deadline for applications is 15 January 2027.

For more information or to apply, please email secretariat@adeptnet.org.uk

'The opportunity to network amongst peers from other authorities should not be missed and the guidance and help from their experiences, those of the tutor and those of the excellent range of guest speakers means I feel that I am developing as a leader. I would wholeheartedly recommend the programme to officers seeking to improve their existing skill sets and to progress as a leader in their organisation.'

'Exploring emotional intelligence, adaptive change, political astuteness and systems thinking have all been really useful topics and the guest speakers provided excellent insight into their leadership journeys. However, the standout highlight has been the others on the course - listening to and learning from so many inspiring individuals working at authorities across the country applying their experiences to the concepts being taught took the learning to another level.'

*Costs do not include accommodation and are subject to VAT at standard rate.

Programme Launch

Programme overview and network building

- Development programme overview
- Programme context and delivery approach
- Learning diaries
- The modules in more detail
- Plenary about programme: additional topics, emphases and guest speakers
- Introduction to Emotional Intelligence

Module 1: Leadership and Change

Exploring the role of leadership in delivering change

- Leadership - what do we mean?
- Identifying your own values and leadership proposition
- The leadership required for leaders of place
- Contrasting leadership and management
- The context for local government - understanding the VUCA environment
- Adaptive change
- Guest speaker and Action Learning Set 1

Module 2: Strategic Thinking

Thinking about the future and generating unique insights and opportunities

- Understanding the strategic context for public services and how leaders of place can respond to the challenge
- Creating a strategic overview
- Futurology - the link to new technology and big data
- Horizon scanning
- Political astuteness - building your political awareness
- Understanding governance structures
- Developing effective working relationships with key political stakeholders
- Evaluating your own strategic context
- Guest speaker and Action Learning Set 2

Module 3: Working Collaboratively across Organisations

How to establish a common purpose, a strong insistence on a whole systems approach and shared power to stimulate change

- The ADEPT context: partner and stakeholder mapping - who should we work more closely with
- Working collaboratively: effective partnership working across organisations, theory to practice
- Equality and diversity in place leadership
- Systems thinking
- Influencing skills, specifically working with the civil service / government to shape policy
- Making and keeping contact: exerting influence and effective networking
- Goal setting and committed action planning across organisational boundaries
- Guest speaker and Action Learning Set 3

Module 4: Coaching for High Performance

A coaching style of managing

- Your role in developing others - ensuring a pipeline of talent
- Understand solution-focused approaches
- Making progress with performers
- Skills practice
- Scaling to establish reality
- Make coaching work for you

solace

Solace exists to enable you to reach your full potential, whether you're an organisation looking to develop your talent and attract the best in the business, an executive leader looking for access to industry expertise and an extensive network of forward-thinking professionals, or an individual at the start of your career in search of career guidance.

Great professionals enable great places. Solace is the network that makes it happen.

JOIN US TODAY

Membership of ADEPT offers numerous benefits to you and your organisation.

- A voice in contributing to government policy and initiatives
- A forum for networking and the exchange of ideas
- A chance to work with regional strategists and policy makers
- Use of ADEPT's extensive online resources and network

Call **07872 013707**

Email **secretariat@adeptnet.org.uk**

Visit **www.adeptnet.org.uk**

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