



ABILITY · EQUALITY · INDEPENDENCE

Leadership is  
**ACTION NOT POSITION**

**“LEADERSHIP and LEARNING  
are indispensable to each  
other.”**

John F. Kennedy

**Empower  
Yourself**

**Welcome to  
Grace Eyre Leadership Training**

The first modules will take place  
**w/c 24th May 2021**  
are you ready?

## Why have we created a management training framework?

There have been quite a few departmental and organisational changes over the last two years. We felt it is important to create a consistent approach to how our leadership within Grace Eyre develops.

So, we have put together a leadership training programme that will increase our knowledge and skill to be able to deliver on Our Plan 2020-2025. It will also align with the CQC "key lines of enquiry" (KLOE) standard of well-led.

## How did we decide the content?

We took our time deciding what our leadership training would look and feel like, and understand what we wanted to achieve through this commitment.

We included all the following to help us make these decisions:

- Annual Development Reviews
- 1-2-1's
- Feedback from you
- Learning outcomes from Grievances/Disciplinaries
- Investors in People feedback
- Staff Survey

## Introduction to Grace Eyre Management Training

We have committed to:

- With 43 managers involved with 54 hours each of direct training - we are committing to 2,268 hours of resource.
- 4 Cohorts of 11/12 managers per cohort
- There will be more than one opportunity to attend each module
- We will record the training
- The training is Mandatory as part of your management development
- There will be ongoing support from L&D team

## When can I get going?

The first modules will take place w/c 24th May 2021, the whole programme will be delivered over 8 months, with a break for the Summer Holiday

we start  
w/c  
24th May  
2021

Don't be timid with your talents learn to trust them.

If you want to be trusted be honest.

## Framework Overview

What can you expect:

- Full day modules have been split over 2 half days to accommodate zoom delivery, we will consider face to face session when appropriate
- 16 delivery modules in the framework.
- Mix of process, policy and practical skills
- Delivered by external trainer, HR & Managers
- No handouts! You will develop your own notes
- Practical discussions - applying what you have learnt
- There will be learning objectives, action plans and feedback at next sessions

## Graeme Borrill MCIPD

Graeme has worked in the learning & development field for over 25 years designing and delivering leadership and management programmes to a wide range of organisations in the public, private, and voluntary sectors.

His approach is practical and down to earth, and he believes that training should be enjoyable, thought provoking and conducted in a safe and supportive environment.

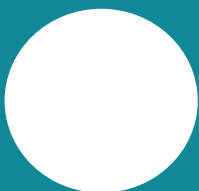
As such his sessions are interactive and designed to equip managers with the practical tools and skills they need to manage, lead, and get the best out of people on a day-to-day basis.

He gets particularly positive comments about the fact that he doesn't use PowerPoint!

Areas Graeme trains extensively in are coaching skills for managers, holding effective and difficult performance conversations, managing performance and Situational Leadership.

In addition to group training, he is a qualified coach and mentor and has extensive experience working on a 1:1 basis with managers and leaders across a range of organisations.

Graeme has lived in Brighton for nearly 20 years. When not training Graeme can be seen either riding his bike, watching football, or just as likely at a gig somewhere around Brighton at one of the many venues he loves, watching live music.



'The most powerful leadership tool you have is your own personal example.'























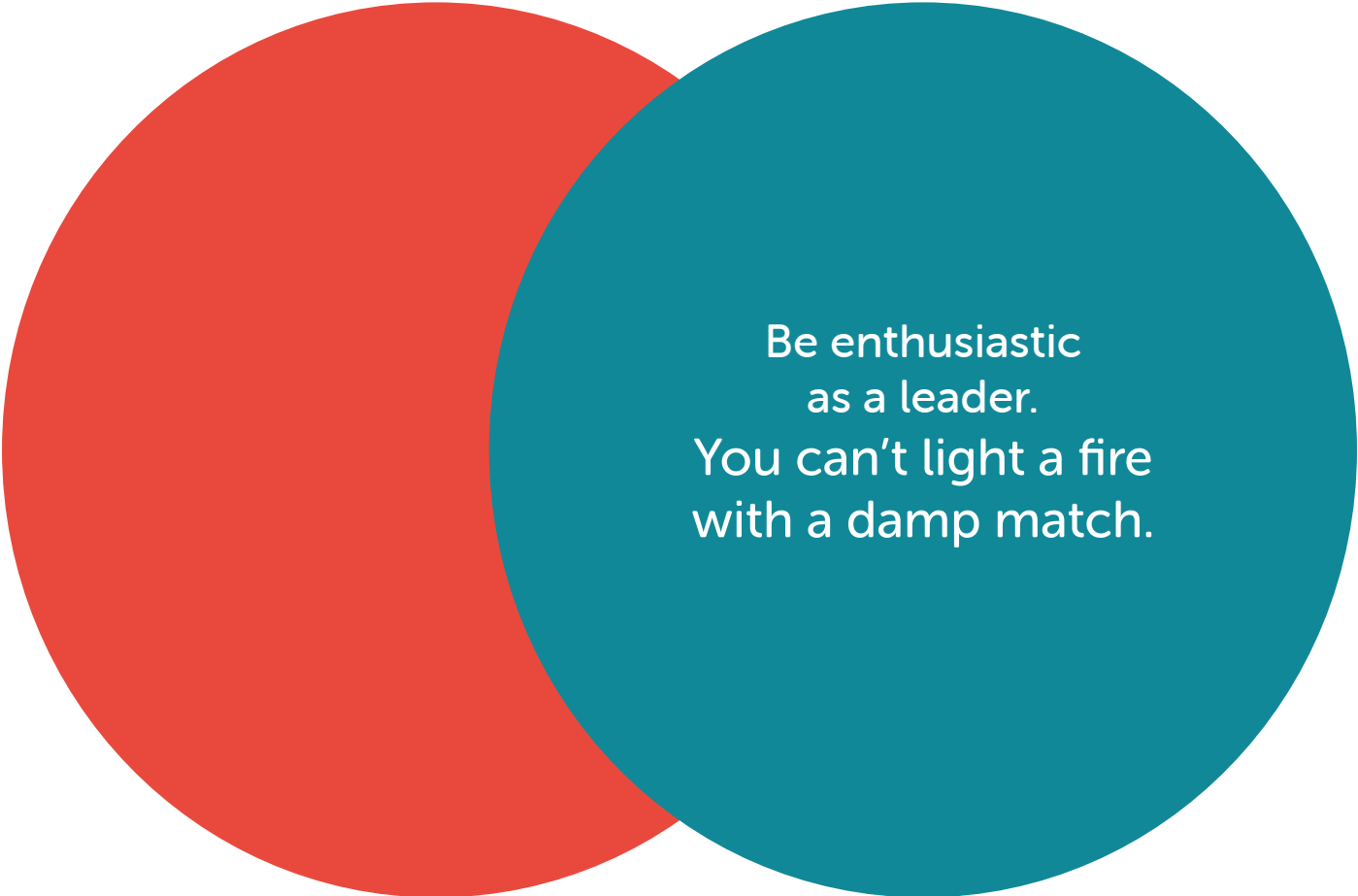




## To sum it all up...

- With 42 managers involved with 54 hours each of direct training - we are applying 2,268 hours of resource
- Maximum of 3 hours per session
- There are 16 modules
- Support from L&D team and external trainer
- We will be sending you calendar invites for all sessions

**And most importantly you will be responsible for your own learning and development.**



Be enthusiastic  
as a leader.  
You can't light a fire  
with a damp match.