

WELL-CONNECTED  
PLACES IN A  
CHANGING WORLD

**ADEPT**

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



**LEADERSHIP  
DEVELOPMENT  
PROGRAMME**

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# Aspiring Place Directors Leadership Programme (ADEPT & Solace)

## Laura Church & Cohort 1

# ADEPT

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## Laura Church – Corporate Director of Place & Infrastructure, Luton Council

- Commitment from ADEPT to developing Place Directors
- Association with SOLACE
- Diversity
- Commitment from “Places”



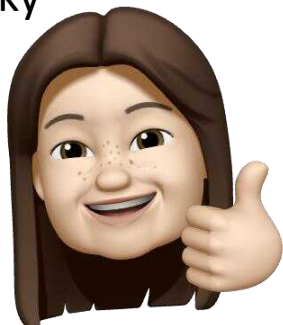
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# Cohort #1 – The Class of 2019

Pam



Vicky



Karyn



Barrie



Claire



Andrew  
(our  
beloved  
Trainer)



Shaun



Emma



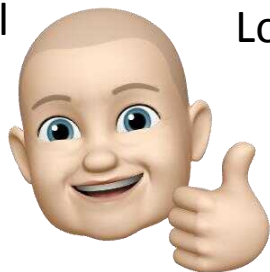
Ceri



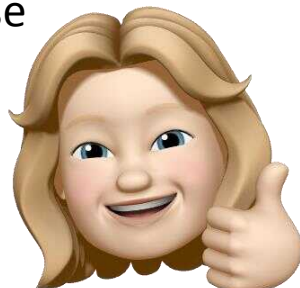
Scott



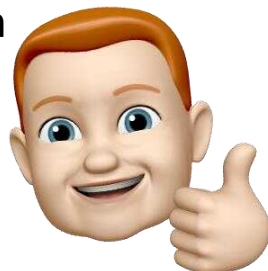
Neil



Louise



Jon



Brian



Nicola



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# Karyn Punchard: case study

- Expectations?
  - Confidence
  - Understanding
  - Working at a strategic and corporate level
  - Learning from each other
- Reflections
  - Behaviours
  - Always build in time for learning and development



# My learning gems

- Coaching style
- Political intelligence
- The customer perspective
- Reflection time
- Branding and values
- Influence
  
- Outcome: First in the class to get a job!





# Nicola McCoy-Brown: case study

*Relationships  
are  
everything*



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# Relationships are everything



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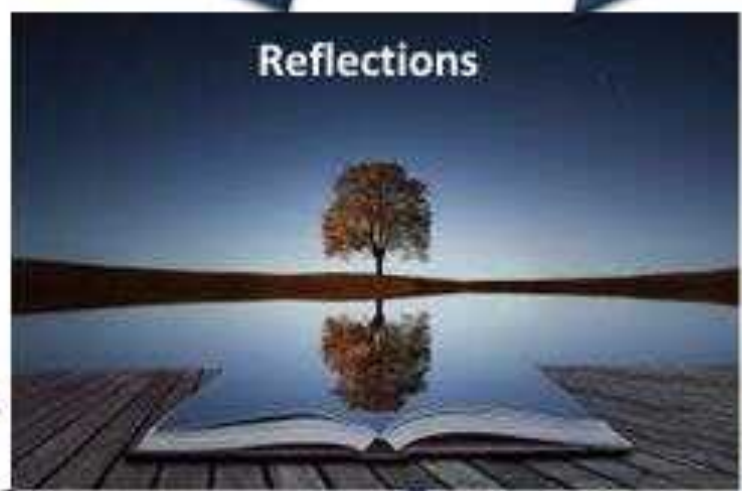
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It's helped me think about what I'm good at and what I bring to the table

Realising that "stepping back" helps others to step up

I feel prepared for my new role – I'm sure it would help others prepare

This course came at the right time for me and has helped my reinvention journey – I'm much more connected with the sector



I've got a new ability to focus on the way forwards. I can be clearer and more confident

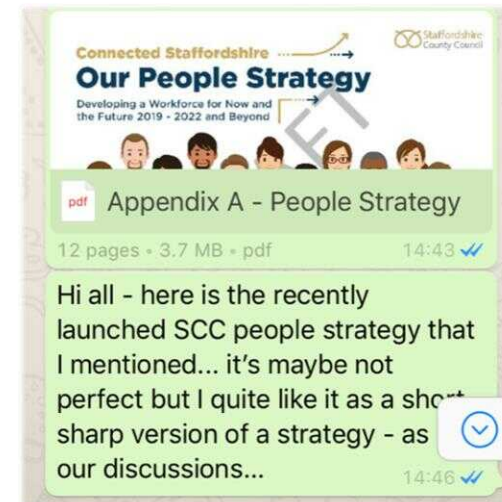
My influencing skills have developed: I'm using assertive questioning and standing firm

I understand much more where Members are coming from and am developing better relationships with them

I've reassessed how I spend my time and what "adds value" in a leadership role

I've built my confidence and had lots of "joining the dots moments"

# Transferable benefits: WhatsApp network



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Transferable benefits of the programme

Networking and learning beyond the classroom



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# The Organisational Benefits Of The Programme

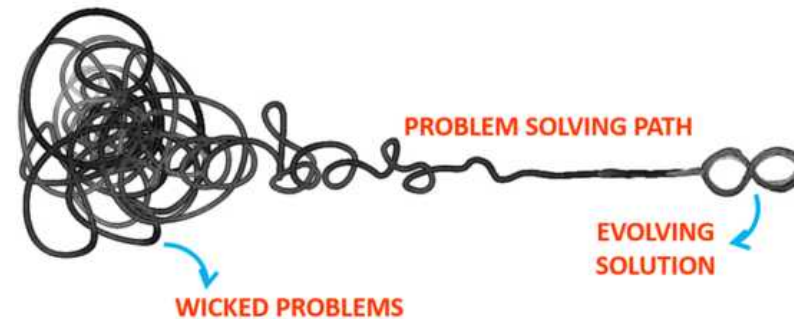
- Succession planning
- Performance
- Staff
- Networks
- Systems Leadership



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# ADEPT Organisational Challenges

1. Bring together Local Authority associations to speak with one voice to Government.



2. Champion a focus on diversity & inclusion in our sector.



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# ADEPT Leadership Challenge

3. Implement new ADEPT business model.

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4. Make sure ADEPT is focussed on our membership.



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# Slido questions

**Icebreaker:** What did you want to be when you were 7 years old?

**What are the most important skills related to our roles as 21st Century Public Servants? Pick 3:**

Storyteller, resource weaver, system architect, commissioner, broker, municipal entrepreneur, networker, navigator

**For the future, as Directors of Place;**

1. Would an apprenticeship offer be of interest to you?
2. Would day courses on specific issues be of interest?
3. What issues would you suggest for day courses?
4. Are you able to support mentoring within your role?

## From our tutor:

“It has been so rewarding working with this cohort of managers on the ADEPT Development Programme. They are a group of highly talented individuals who have worked hard all their careers to be at the top of their game in their specialist areas. Some were daunted by the challenge of moving into a wider arena with all the accountability and uncertainty that brings but all of them seized the challenge of developing and honing their leadership skills. Everyone worked extremely hard on the programme and it was great to see them flourish and take advantage of new opportunities.”

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