

A woman with long dark hair, wearing a light-colored blazer, is smiling and looking towards the camera. She is sitting at a table with other people, who are partially visible in the background. The image is overlaid with a grid pattern and a pink tint.

LEADERSHIP PATHWAY PROGRAMME

ADEPT

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

UNLOCK YOUR CAREER POTENTIAL

with ADEPT's new Leadership Pathway Programme

ADEPT's unique new leadership programme is designed for managers working in place services looking to elevate their career, make a meaningful impact and develop their skills as a future leader.

Developed in partnership with Solace, ADEPT's inspirational programme has been designed to meet the needs of managers looking to move into a more senior leadership role. It is the precursor to ADEPT's highly regarded Leadership Development Programme.

With climate change, levelling up and budgetary pressures at the forefront of local and national agendas, place leadership requires the constant balancing of strategic priorities with the ongoing provision of day-to-day services. It needs dynamic leadership as well as an ability to bring a cross-sector approach to the demands of the role. The Leadership Pathway Programme offers you a chance to explore and develop these skills to elevate your potential.

Created for people currently in an officer or manager role from Tiers 5 and 6 as well as potentially from Tier 7, depending on experience. Applicants need to demonstrate the ambition and ability to make a difference to their place, organisation and to ADEPT.

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

- Self-awareness and your personal brand
- EDI awareness and understanding and being an inclusive leader
- Creating a high performing team and leading a team
- Working across the organisation and collaboration
- Developing networks with colleagues from across the country
- Being an effective manager
- Leading for place
- Political astuteness
- Managing your career

Through a comprehensive schedule of online sessions and interactive module days, you'll gain the insights, tools, and strategies needed to thrive in a place-based leadership role.

Don't miss this opportunity to transform your career path and become an inspiring leader, helping to shape vibrant and sustainable communities.

Each programme will launch with a detailed overview of the aims, concepts and modules and an opportunity to network with colleagues. The two-hour online launch is followed by six module days:

- Launch: 2-4pm, 15 September 2025
- Module 1: 9 & 10 October 2025
- Module 2: 10 & 11 December 2025
- Module 3: 3 & 4 February 2026

We are seeking expressions of interest 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 £1,199* and we hope aspiring leaders will take advantage of a programme designed specifically for them. The deadline for applications is Friday 27th June 2025.

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

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

LEADERSHIP PATHWAY PROGRAMME CONTENT

Launch session

- Overview of the programme and brief look at key topics
- Networking
- Setting personal learning objectives
- Considering how to fit learning around day jobs

Module 1

- Self-awareness and personal brand
- Creating a development timeline
- How to reassess and maintain your boundaries when you become a manager
- Managing stress when it all rests on “your” shoulders
- Managing and leading
- Understanding place: opportunities and challenges
- Moving from a technical specialist to a manager with a wider perspective: moving from a problem focus to an outcome focus
- EDI awareness and understanding and being an inclusive leader.

Module 2

- Moving from an operational to a strategic mindset
- Creating a high performing team
- Delegating and managing performance outcomes
- Political awareness
- Working with politicians
- Working across the organisation and crafting shared outcomes
- Effective partnership working
- Influencing skills

Module 3

- The role of the leader in 21st century local authorities
- Developing others
- Coping with uncertainty: Cynefin model
- Appreciative enquiry exercise: when I’m at my best as a manager and leader
- Next steps in personal leadership journeys

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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