



FIRE AND RESCUE SERVICE



# North East Learning Collaborative



*Developing our People Together*



Aberdeenshire  
COUNCIL



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"supporting the voluntary sector"



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## The North East Learning Collaborative

The North East Learning Collaborative (NELC) comprises a number of public organisations with the Third Sector Interfaces for Aberdeen City and Aberdeenshire. NELC members work together to share best practice, maximise resources, reduce duplication in the field of learning and development and to provide opportunities for networking while developing a suite of learning and development 'products' offered throughout the local area.

The Collaborative have as their guiding principles the recommendations of the Christie Commission Report which asks all public sector organisations to:

- ✓ **consider how the development infrastructure could be better coordinated**
- ✓ **bring together leadership development into a single cross sector programme**
- ✓ **deliver outcomes in collaboration with partners and service users**
- ✓ **ensure inter-disciplinary training and development is included in all professional training for public service.**

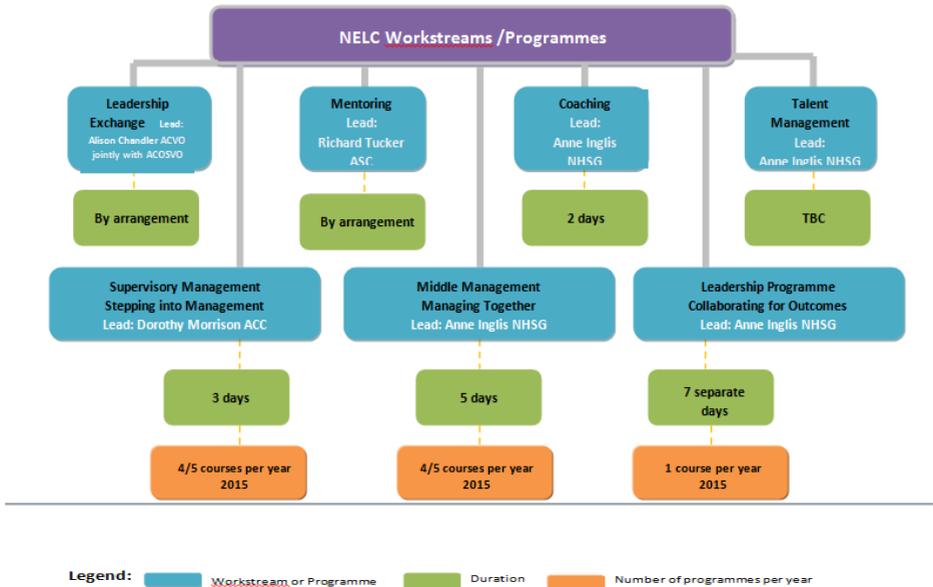
In today's climate, leaders in all sectors are required to reduce duplication and provide effective resourcing often by establishing a cross-sector agency perspective on current and future practice.

This requires effective experience in cross sector working and building trust between statutory, third and independent sectors to get optimum benefit.

Below is our current 'product' list which might be of interest if you wish to attend one of our programmes, are looking for ways to develop your staff or have something to contribute as a mentor or course presenter.

If you would like any further information on any of the opportunities listed, please contact any one of the coordinators named on the back of this brochure. We look forward to hearing from you.

## What we deliver



## Leadership programme - Collaborating for Outcomes in the North East of Scotland

A programme made up of 7 modules designed to assist leaders from across the public and third sectors in the North East of Scotland deliver even better services to local people based around adaptive leadership theory and linked to government strategic objectives for Scotland. This programme provides the opportunity for participants to bring leadership/management challenges

to the table and work through these with colleagues on the programme to reach effective solutions.

### **Middle Management Programme - Managing Together**

A programme made up of 5 modules to assist middle managers from across public and third sectors in the North East of Scotland manage people and services better to contribute to the delivery of improved services to local people.

### **Joint Supervisory Skills Programme - Stepping into Management**

This 3 day programme is aimed at supervisors/first line managers and covers topics such as coaching, health and safety, change management and creating a positive working environment. It's aimed at new managers or those just wishing to refresh their skills.

### **Mentoring Scheme for Managers**

This scheme brings together mentors from public and third sector organisations in the north east which will enable the sharing of experience and best practice. The main aim of this scheme is to create a development opportunity that will improve individual work performance of mentors and mentees through sharing experiences and best practice. If you are looking to improve your performance or would like to try new development routes then please get in touch with your local contact to join the mentoring scheme either as a mentor or a mentee.

### **Leadership Exchange**

This programme pairs up leaders across sectors to allow knowledge sharing. The leadership exchange allows leaders to reflect on current strategies and

their current leadership role but also become much more aware of the culture, constraints and opportunities of other organisations.

## Coaching

A series of 2 day workshops on the key principles of coaching and how to develop your coaching style through applying different models and techniques so that you can incorporate these skills into your day to day work and get the most out of your team. The course also explores what benefits a coaching and continuous improvement culture can bring to the organisation as a whole.

### People who have participated in NELC programmes in the past have said:

**Managing Together Programme** - *“Building upon what we had learned in the previous coaching module, this was an excellent follow on with additions to the toolkit for dealing with your own or others potential negative thinking...very valuable.”*

**Mentoring Scheme** - *“It has aided my personal development through experiencing the practices in other public sector organisations; it has been a hugely positive experience.”*

**Stepping into Management programme** - *“Really enjoyable session – lots of interaction. Very good facilitator/speaker – lively animated – easy to listen to!”*

**Collaborating for Outcomes Programme** - *“I really enjoyed all aspects of the module, however, if I was to pin point a particular area it would have to be the Adaptive Leadership. This was a really fantastic section and I personally have gained from this, it’s something that I can, and have, started using in the workplace.”*

## Would you like to join the NELC team?

## Are you looking to build your experience in training/ facilitating?

NELC succeeds because coaches, training staff and HR practitioners join us in the delivery of each of our programmes. Our joint programmes such as **"Stepping into Management"** and **"Managing Together"** comprise a range of short modules (1-3 hours) on topics such as performance management, absence management, managing grievances and managing discipline. The talks are 'cross organisational', and are usually based on ACAS guidelines or on other recognised areas of best practice.

If you are experienced in any of these topics (or any of the others listed on our course descriptors elsewhere in this leaflet) please think about joining our team of trainers/ facilitators. If you would like to get involved, we will arrange for you to shadow one of the team before you 'go live'. At the same time, if you manage a team or individuals who might be looking for development in these areas, please consider this route and discuss it with them.

**Any one of our organisational contacts will be pleased to hear from you.**



Aberdeenshire  
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## Your Contacts

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