



SPRING BOARD

As the home of public sector leadership, **Solace** is looking for the best up-and-coming managers in Local Government – the future leaders of the sector. We want to hear from those with a passion for local government, a desire to move up to senior management level, and who are actively looking for support to help them achieve this goal.

solace.org.uk

INTRODUCTION

As the representative body of Chief Executives and Senior Managers in Local Government, **Solace** is looking to identify around twenty high-flying future leaders of the sector and offer them a career Springboard.

We are offering free **Solace** membership for a year, invitations to several exclusive **Solace** events, an external mentor, a small programme of one-day workshops and other shadowing and learning opportunities.

In return, we are looking for people who will commit to maximising their time as part of our Springboard programme – taking charge of their own learning, seizing new opportunities and developing skills and experiences which will help them move on.

WHO ARE WE LOOKING FOR?

We are looking for enthusiastic, innovative managers who want to move into senior roles in Local Government. Here are a few pointers to help you think about whether Springboard is right for you:

- You will probably be employed at around 'service manager' or 'head of service' level or equivalent for your Council.
- You may have recently acquired responsibility for colleagues outside of your immediate specialism, moved into a more corporate role, or be looking to broaden your understanding of the strategic challenges facing Local Government.
- You will have the aspiration to progress into senior management within a few years and eventually to become a leading Local Authority Chief Executive.

WHAT IS INVOLVED?

The **Solace** Springboard programme will run over 12 months from May 2017 – March 2018. The programme will involve workshops, 1-1 mentoring, invitations to **Solace** events and more, totalling around 12-15 days of work over the year.

More detail on the main components of the programme is as follows:

1. We will offer you a free 12 month membership of **Solace** along with invitations to all of our policy masterclasses. You will also receive the opportunity to get involved in both the **Solace** Summit and Annual Leadership Forum. These are normally exclusive to Chief Executives and Senior Officers, and will offer a great opportunity to meet and network with key sector leaders.
2. We will pair you up with an external mentor who is a Chief Executive or Director at an authority other than your own. They will meet with you regularly throughout the programme to offer support with career planning and development – offering impartial experience and advice about how you can move your career on to the next level. You will also be paired with a 'buddy' from a previous Springboard cohort who can offer informal support and help you to think about how to make the most of the programme.
3. We will run a series of one day workshops to help you think about and develop the skills you will need to be a local authority Chief

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Executive or senior officer. Speakers on previous programmes covered topics like systems leadership and place-shaping, an introduction to local government finance, fostering innovation & the role of democratic accountability and challenge. We also invite a serving or recently retired Chief Executive along to each session to give a 'Chatham House' talk about their career, offer reflections and have a discussion with the group.

4. We will give you the chance to take part in a series of one-off development opportunities like shadowing a Chief Executive, networking with those taking part in leadership programmes in other sectors, or spending a day in a private sector organisation. You might also have the opportunity to write about these experiences for the **Solace** website or the sector press.
5. We are looking for motivated people who will make the most of the programme and we can't yet predict what other opportunities might present themselves to you. Some of the most valuable experiences will come from the doors that the programme will open. We will make sure your Chief Executive knows

you are on the programme and encourage you to build your profile within your Council. We may also invite you to support or lead on policy work on behalf of the Society where you have particular expertise. We will be on hand to help open doors, encourage you to be innovative and help you to use the programme to push your learning and development in the direction you want to take it.

HOW DO I APPLY?

We don't have a complicated application form for you to complete. Instead, we're asking you to send us a few things:

1. A CV outlining your experience so far.
2. A personal statement, of no more than two sides, that tells us why you want to join the Springboard programme, what you will bring to the group and how you think you would benefit from the experience.
3. A short summary, of no more than one side, of a strategic project you have been involved in: what happened, what personal qualities you think you demonstrated & what you learnt.

Please send these to development@solace.org.uk by 9am on Thursday 22 December 2016.

THE PROCESS

You will need the support of a senior figure within your employing authority. If you are short-listed, we will ask your Chief Executive or a Senior Officers to provide us with a short recommendation.

Applications will be assessed by members of the **Solace** Board and we expect to get back to you with our decision by the end of February 2017.

WHEN WILL THE PROGRAMME START?

We plan to hold the induction for Springboard participants in May 2017 in a central London location.

MODULE DATES

Induction - May 2017

Module 1 – July 2017

Module 2 – (Summit Session) October 2017

Module 3 - November 2017

Module 4 – January 2018

Wrap up event – March 2018

WHAT DOES THE PROGRAMME COST?

Solace is a charitable organisation. As such, we will ask participants to pay a small £250 fee towards the costs of the programme. This money will be used to cover speaker expenses, refreshments and other incidental programme costs.

WANT TO FIND OUT MORE?

If you have any further questions, or want to have chat with someone about the programme, please email Michelle Cunningham at:

michelle.cunningham@solace.org.uk

And good luck!