



Member Learning & Development Programme

February 2024

Aim

This PowerPoint aims to look at feedback received on:

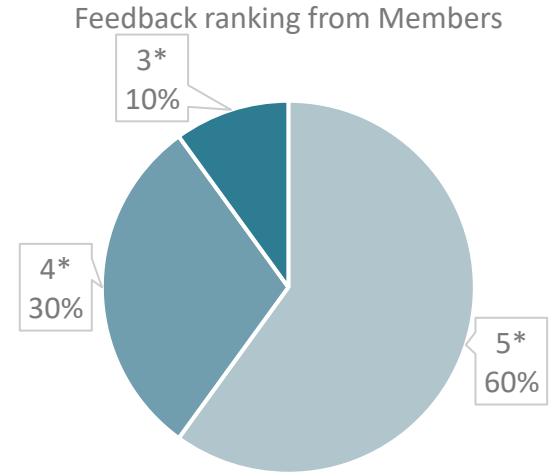
1. Member Learning and Development (MLD) sessions
 2. Requests for future training
 3. Personal Development
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1. Learning and Member Development sessions

Feedback is requested at the end of every training session. Unfortunately, we don't get very much of it and since April 2023, we have received LMD feedback approx. 20 times. More generally, we tend to find we only get feedback where sessions went exceptionally well or exceptionally badly!

Since April we have received a scoring of at least 3/5 for the question "how do you rate this session overall" and "how would you rate the trainer(s)"?

We generally use feedback to gauge if members found sessions useful, and if they found external presenters helpful. If we do get poor feedback for a presenter, we would not use them again.



A selection of feedback received

“Very thorough and informative”

Housing Needs session 3/4/23

“I felt that the training was too simplistic not enough opportunity to reflect. ”

ACT and Prevent session 5/6/23

“Gill was excellent and very encouraging ”

Public Speaking Skills 4/9/23

“The amount of detail was right for this session to understand how complex this topic is ”

No Recourse to Public Funds – 27/11/23

“Too much info for one session.”

No Recourse to Public Funds – 27/11/23

“Very accessible and good presenter”

No Recourse to Public Funds – 27/11/23

“Presenter was highly authoritative and communicated very clearly”

No Recourse to Public Funds – 27/11/23

2. Requests for future training

We regularly get requests from Members for training (both individual training, group sessions and general feedback). However, not all requests may be granted, especially if seen as superfluous or not relevant to their councillorship – for instance “how to adjust to reality after councillorship is over” or “project management training” – but they will certainly be considered. Training requests received in 2023 include:

- Tackling discrimination and inequalities
 - Public Sector Equality Duty
 - Public speaking (in person session)
 - Where we are on meeting Climate Change Targets for 2030
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3. Personal Development Plans (PDP)

30 Members undertook a PDP in late 2022 with an external trainer. They were then asked for feedback on how they found the PDPs in summer 2023.

Found this helpful, and it helped me think about things I can develop. I have acted on some of the recommendations.

Yes, and I also got my main aim resolved quickly

Yes, quite useful

I found this useful in terms of preparing for my Mayoral role in terms of reading I was recommended.

Yes, I found this very useful, but I still need to go through it and work on my development plan properly.

Yes, found it quite useful, and have acted on some recommendations

Yes, found it useful and have been working my way through recommendations made by trainer

Yes, useful.

Yes, I always find it helpful to reflect on my practice. Not really looked at my PDP since December as I've been too busy, but I will take a look at it soon.

I have done this more than once and found it useful.

3. Cnt'd

I did this in the previous administration

No, I did this in the previous administration

No, I've been on mentorship programmes before and don't need it. My mentor and I work well together.

Yes, but not my cup of tea. I just thought he was information gathering and felt no real value from this.

No - have done this in the past so thought I'd let others have a go

I did this in 2018 or 2019, but not since then. I think we need a new provider.

No. I went to one of his other PDP sessions a few years ago and it wasn't my cup of tea.

Have done this twice now. Not much development stuff was offered.

Yes, but it only validated what I already knew.

Have done in previous years, so don't feel need to do it again

In a way, yes. I did it, but it was a tick box exercise. I did gain some knowledge, but I haven't looked at my recommendations. I don't think I would do this again.

3. PDP – next steps

As part of our contract with Charter Plus, we are due to revisit the PDPs every two years, and Members who undertook their PDPs in 2022 will be encouraged to revisit their plans with the same external trainer in mid 2024.

Members who missed out on getting a PDP the first-time round will also be encouraged to undertake this at the same time.

In addition, Brent Council's re-assessment will take place in early 2025. This will ask Brent to submit evidence that it is continuing to support Members with their development via mentoring, flexible learning solutions, sharing best practices and the training Members request and receive.