

# ASPIRE

## Leadership Development Programme

Progress update – March 2016

# ASPIRE

- Bespoke leadership development programme, specially designed for aspiring managers here at Brent
- Developed in partnership with Premier Partnership

# Main Objectives

- Help identify and develop talent for the future at all levels
- Opportunities for aspiring managers to network, advance their careers and share best practice
- To provide aspiring managers with greater confidence and competence
- Develop leadership knowledge, skill, competence

# Cohorts

- Two cohorts for Level 3 Chartered Management Institute (CMI) Certificate for PO1 – PO4
- One cohort for Level 5 CMI Diploma for PO5 – PO8
- Ethnicity of delegates representative of diversity of the workforce
- Support - Access to CMI portal and trainers

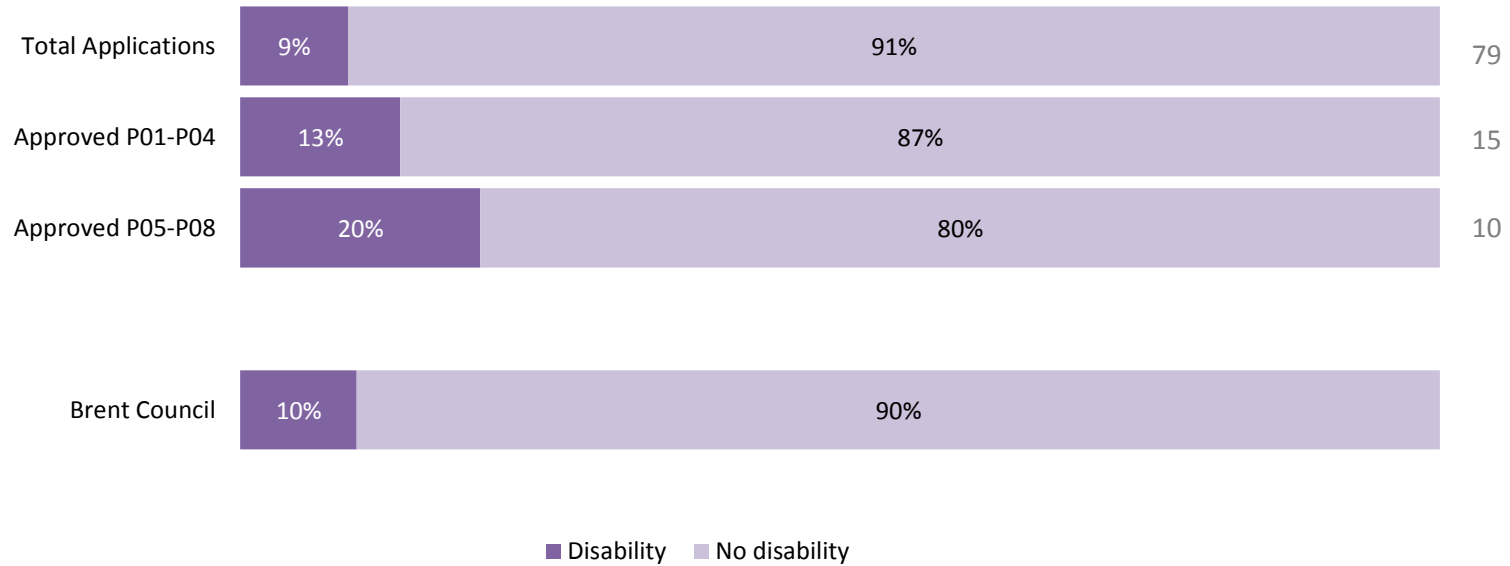
# Selection Process

- Completion of application form supported by Head of Service
- DMT – selected applicants for programme
- Feedback provided to unsuccessful applicants
- Induction

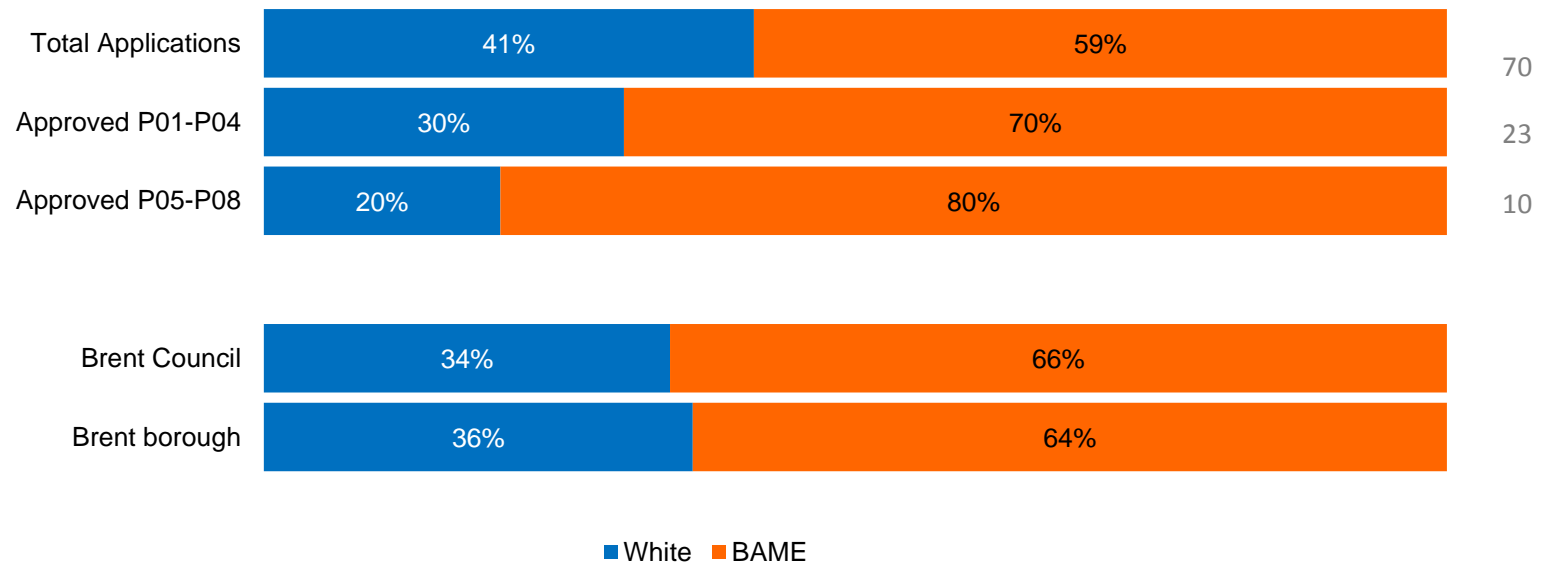
# Data

- 103 applications
- 72 applicants for 27 places for PO1 – PO4
- 31 applicants for 12 places for PO5 – PO8

# Disability

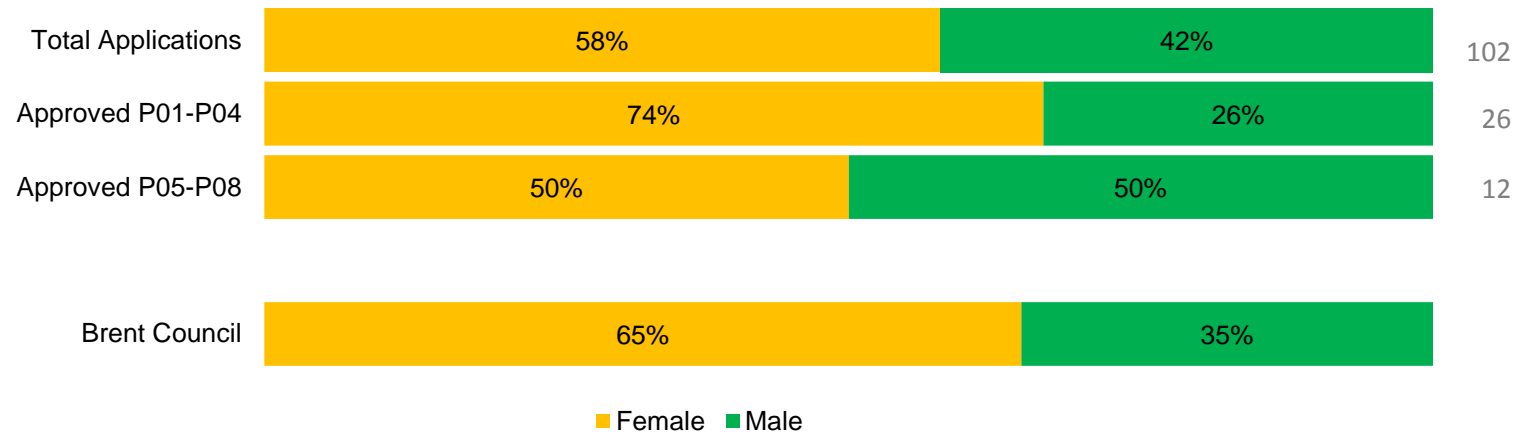


# Ethnicity





# Gender



# Next Steps

- Workshops are already in progress
- Cross departmental working - OBR
- Project working – Yambassadors (comms)
- On- going evaluation of programme
- Next cohort ....