

# Preparing the next generation of HR leaders

## Case Study



### Background

Local government is entering a period of unprecedented change, with the emphasis on greater cross-sector working and an ever increasing drive for efficiencies.

North West Employers, who provide advice and support to the region's 41 local authorities, commissioned ODS to provide a unique leadership programme to inspire the next generation of HR leaders and equip them for the challenges ahead.

The programme was part of North West Employers' regional strategy to support HR development via the HR Gateway.

### Partners

The 'Future Leaders' programme was funded by the North West Improvement and Efficiency Partnership. Eighteen HR professionals, representing a third of local authorities in the North West, completed the programme.

### Activity

- ODS worked closely with North West Employers to identify the national and local challenges facing HR professionals in local government
- ODS designed a unique leadership programme designed to build confidence and strategic awareness among the participants
- ODS delivered a flexible, six-month programme, including workshops and facilitated 'action learning sets' (problem-solving challenges tackling real workplace issues)
- ODS devised an inspiring finish to the programme, involving an entertaining performance by a theatre group drawing together the themes of the programme

### Results

- 100% of the participants said they felt confident in supporting organisational change as a result of completing the programme
- 100% of participants said they were confident in their influencing and negotiating skills
- 100% of participants said they felt energised and optimistic about their potential role as a leader in the HR community
- Participants report that they are now working differently in their organisations, using the skills and confidence gained. "This was a really positive experience... It has undoubtedly improved my performance at work," said one.

"When we commissioned ODS, we knew that we would get something a bit different, and that's exactly what we wanted – something inspiring that would help create the confidence in our future leaders and develop their personal impact and thinking.

This project was commissioned to support and compliment our regional approach; it was an excellent programme that met all of our objectives."

Kelli Pickford, Director – Learning and Improvement, North West Employers