Never mind the leaders, what about the managers?

Dr David Collins CBE

President

Association of Colleges

Why do Colleges “go wrong”?

- Is it a lack of vision?
- Is it because leaders do not know what they should be doing?

Or

- Is it because managers lack basic management skills and training?

Supporting Leadership

- The role and emphasis of CEL
- The programmes provided by QIA

Leading to

- The present portfolio of LSIS

The LSIS (CEL) Portfolio

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		programmes and services		
		consultancy and services	executive development	leadership development
across all lenses	**Cross-lens activities** are informed by policy, research and by the specific sector agendas or **lenses** below.	Organisational development Leadership in practice (tailored) Leaders as coaches (tailored)	Principals qualifying programme Induction for new principals	Aspiring principals and senior leaders programme Leadership in practice Moving into leadership roles Career development Coaching CPD coaching Mentoring Work shadowing ISC online toolkit
leadership through the lenses	Governance	Consultancy and support	Governance workshop series	ICSA certificate in FE governance
	Equality and diversity	Consultancy and support	Succession planning for diversity	First steps to leadership
	Succession and talent	Gateway of leadership development (GOLD) Working together to build talent Building leadership	Routes to success	
	Learner voice	Consultancy and support		Student leaders Student governors
	elearning and ILT	Consultancy and support		ConnecT Realise eQuIP eXplorer Leading change for digital dividends
	International	Consultancy and support		World-class leadership in international education
	14-19	Consultancy and support		Support for leaders
	Employer responsiveness	Consultancy and support Train to Gain		
	WBL	Consultancy and support		WBL online toolkit Strategic planning seminars From management to leadership WBL eXplorer
	ACL	Consultancy and support SWOT		Managing better Leading adult learning ACL online toolkit

Supporting Management

- A haphazard approach to management development in the sector?
- Based on assumptions relating to basic competences or seeing skills as less important than the ability to reflect and see the bigger picture?

Or

- Overlooking the obvious – Good management is a necessary prerequisite of good colleges

Bring back Coombe Lodge?

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Content?

- Strategic Planning in context
- Programme Design and Implementation
- The Employment, Management and development of People
- Financial and Resource Management
- The Provision of an appropriate Estate
- Marketing and Communications

Format?

- Modular / Stand alone units?
- On line and short (two day?) residentials ?
- Sector owned and developed?

- Certificate ?
- Diploma?
- MBA (Education Management)?

Target Audience

- Vice Principals
- Other Senior Managers
- Heads of Curriculum Areas

- Changing the Leadership/Management "balance" as you rise through the hierarchy

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