

**Eligibility**

Enrolment on the program will be through the completion of an application form and successful interview.

To apply for the program, the following criteria must be met:

* You must have worked within DPS services for a minimum of one year
* You must not have any current live warnings on file
* You cannot be in a leadership role at the start of the program
* You must be willing to commit to and engage in the program for its duration
* You must remain in employment with DPS services for the duration of the program



**Do you aspire to become a leader?**

**Are you motivated and committed to providing high quality care?**

**Are you currently looking to develop your own skills and knowledge?**

If you answered yes to these questions, then read on to find out about our exciting opportunity.

We believe in growing and developing our future leaders and managers embedding our organisations culture and values from an early stage. If you are successful with your application the Leadership Development Program will give you the opportunity to explore and enhance your own leadership qualities. It will provide a steppingstone for your own career development and support you with the skills, knowledge, and confidence to apply for senior positions. The program will run yearly with limited spaces available

**Mentoring** - Each participant will be assigned a mentor at manager level. The mentor will meet with the participant initially to complete a SWOT analysis, learning styles questionnaire, program contract and a personal development and support plan.

The mentor will then meet with the participant every 6-8 weeks to provide coaching, guidance and create bespoke learning opportunities for the participant.

**The Program**

The program will have four key elements

**Assessment criteria -** Each participant will have to complete all elements of the assessment criteria to aid their learning. These will be tasks such as chair a meeting and give a presentation. The mentor will assess the participant in each of these tasks and either pass the task or recommend a retake.

**Reflection & peer support** -

Participants will solidify their learning by completing formal reflection activities and attending action learning sets with other participants on the program to share experiences.

**Masterclasses** - Each participant will undertake masterclasses for core subjects selected as part of the training program. These may be classroom based or online training.



**Limited places available**

Apply Now!

For an informal discussion or application form please email [Kayleigh.anderson@eastsussex.gov.uk](mailto:Kayleigh.anderson@eastsussex.gov.uk)

Capability

Resilience

Integrity

Emotional Intelligence

Self-directed Learning.

Collaboration

Political Awareness

Communication

Coaching/Reflective Supervision

Managing a team

Milton Grange

**Leadership Development Program**

**What will you learn?**

You will be assigned a mentor to support you through the program who will

* Provide direction using coaching to enable you to find your own solutions.
* Support you to achieve the tasks set out within the program
* Explore how to set manageable goals and provide encouragement to achieve these
* Create bespoke learning opportunities
* Review and assess your work, providing both positive and constructive feedback enabling you to develop further
* Aid the process of reflective practice
* Organise regular reviews throughout the program
* Provide observation and assessment and give timely feedback
* Provide time, share skills, knowledge, and experience to aid learning.

**Benefits**