

Enabling Collaborative Leadership - Pioneer Programme

What are the aims of the programme?

In 2015-16 [Enabling Collaborative Leadership](#) is running a 'Pioneer Programme' to test and evaluate how we can help public service leaders and teams collaborate effectively to deliver the best outcomes possible for Scotland.

Programme Overview

[We're all expected to work in partnership with others](#) – with staff in other organisations and with the people that use services. Change is a constant feature and in the midst of the pressures of delivery, well-intentioned efforts to take time for learning can too easily evaporate. The Pioneer Programme aims to find simple ways to learn from and with others – in the course of our everyday work.

Our focus is on core knowledge, skills, behaviours and approaches which support the development of collaborative leadership. Participants will experience tangible benefits of working collaboratively and will have an explicit role to demonstrate and support the development of collaborative working in their own organisations.

We're committed to using action research to throw light on the puzzles and paradoxes of the systems in which we work. This offers a deeper way of understanding and explaining how things are and the possible pathways to how things might be otherwise.

Effective whole system change has to be underpinned by a systematic approach to inquiry, drawing on multiple perspectives, testing out new ways of acting and learning from experience.

Programme Elements

There are three key ways to get involved in Enabling Collaborative Leadership.

Become a Pioneer Site

Participants will:

- Learn collaboration by collaborating
- Work closely with our team of facilitators to collaboratively address a complex issue
- Join the Peer Learning Network to meet colleagues across public services who are keen to learn about collaboration and develop learning together
- Help us to gather evidence, in partnership with "What Works Scotland" on the things that will enable collaborative leadership for Scotland for the future.

Join the Peer Learning Network

The Peer Learning Network offers members of the Pioneer Community a chance to meet with one another and hear from the Pioneer Sites about the difference the programme is making to their work. All network events are posted here, and are open to anyone with an interest in Enabling Collaborative Leadership.

Join the Facilitation Pool

The Facilitation Pool offers a unique opportunity to practice and develop facilitation skills by working with colleagues to support public service organisations in a collaborative setting. Facilitators are a vital component of the Enabling Collaborative Leadership Pioneer Programme, and we are currently looking to recruit to the pool in order to expand the reach of the programme. If you are interested in joining our Facilitation Pool or attending one of the meetings, please email Karen@workforcescotland.com.

Who is the target audience and how are they selected?

The Pioneer Programme is open to teams and individuals working collaboratively within and across Scottish Public Services.

What is the level of commitment expected?

Pioneer Sites should be able to commit approximately 1 half day a month to meet and work with facilitators around their chosen issues. This will likely need to be supplemented by reading, preparation and reflection out with the formal meetings. Pioneer Sites will also be expected to attend and contribute to Peer Learning Network events. The facilitation pool is actively looking for facilitators who can offer their time to support the programme. This will include time to prepare for, facilitate and reflect upon Pioneer Site meetings as well as participation in and contribution to events such as Peer Learning Network, CPD and Skills events, and learning dissemination events. The Peer Learning Events are also open to those with a more general interest in the learning from the programme.

What happens when the programme ends?

We will be capturing learning from each of the three elements of the Pioneer Programme to feed into a report on the next Steps for Enabling Collaborative Leadership. Individual participants in the programme can continue to support their collaborative leadership development by accessing other interventions offered by Workforce Scotland, such as [Dialogue Community of Practice](#) or [Leadership Exchanges](#).

Get involved

To get involved in the Pioneer Programme, please email Karen@workforcescotland.com. For more information on Enabling Collaborative Leadership and Workforce Scotland please visit:



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<https://vimeo.com/workforcescotland>

www.workforcescotland.com



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