

Children's Change Leadership Programme

Equipping children's services leaders to improve and innovate the outcomes achieved for children, young people, and families in their area.

Children's services face growing demand and ever tightening budgets. Those in positions of senior responsibility within these services will need the skills to improve, innovate and lead through complex change and transformation against a backdrop of reforms, LGR, ICB restructuring, workforce pressures and the emergence of AI - all whilst having to handle the 'business as usual' aspects of running a service.



What can you expect from the programme?

This personal development programme, for DCSs and Children's leaders of the future, will ensure you are ready to lead significant and impactful change. It is open and applicable to individuals working in either children's social care or SEND services.



Measurable impact

The approach is outcomes focussed and evidence-based. We will help you quantify the impact of change for children, staff and on service finances.



Change in the 'real world'

The course is practical and experiential in nature. We will support you to put the theory you learn into practice on a real project of change in your service.



Leading your way

Through individual and group coaching, we will support you to explore and develop your own, individual style of leadership.



A proven approach

The course will equip you with proven transformation methodologies, tools and skills that have been used successfully in over 50 local authorities across the country.



Adaptability & relevance

Course content is updated annually to reflect emerging challenges, whether that be reforms, LGR, financial pressures or AI adoption, your dedicated programme partner will help tailor the content to your needs.

Who is this programme for?

The Children's Change Leadership Programme (CCLP) is open to anyone within children's services currently operating at the level of:

- Deputy Director
- Assistant Director

We welcome applications from across children's services, including those with responsibility for early help, social care, commissioning, SEND, and children's health care. Organisations are asked to cover travel costs to/from residential sessions and support applicants to make the necessary time available to participate in the course.

We know that some organisations are restricting travel budgets and do not want this to be an impediment to good applicants being accepted onto the course. If this affects you, please get in touch with the course organisers using the contact details at the end of this document to discuss what support might be available.

We ask that applicants:

- Be open to new ideas and different ways of thinking.
- Have a willingness to learn a structured, logical and evidence-based approach to change leadership.
- Have a positive and passionate belief in the ability to achieve better outcomes for children, young people and families.
- Be responsible for a current or immediate change/transformation programme.
- Put the required time and effort into the course, including necessary preparatory work, participation in coaching sessions in between modules and attendance at all four in-person modules.
- Have a 'sponsor' from within your service supporting your application, normally the DCS.



From this programme you will:

- **Understand leadership**
Deepen your understanding of leadership in the context of proven transformation methodologies.
- **Build your network**
Grow your network through the relationships you will develop with the other course participants, as well as the wider programme alumni group.
- **Transformational change**
Put the methodologies into practice on a real programme of transformational change in your authority, supported by your Newton programme partner.
- **Newton support**
Have ongoing access to the Newton support offer; including high-profile guest speaker events and our network of experienced children's service leaders.

A blended learning approach to make best use of participants' time

Participants bring to the cohort their prior experience of change and transformation.

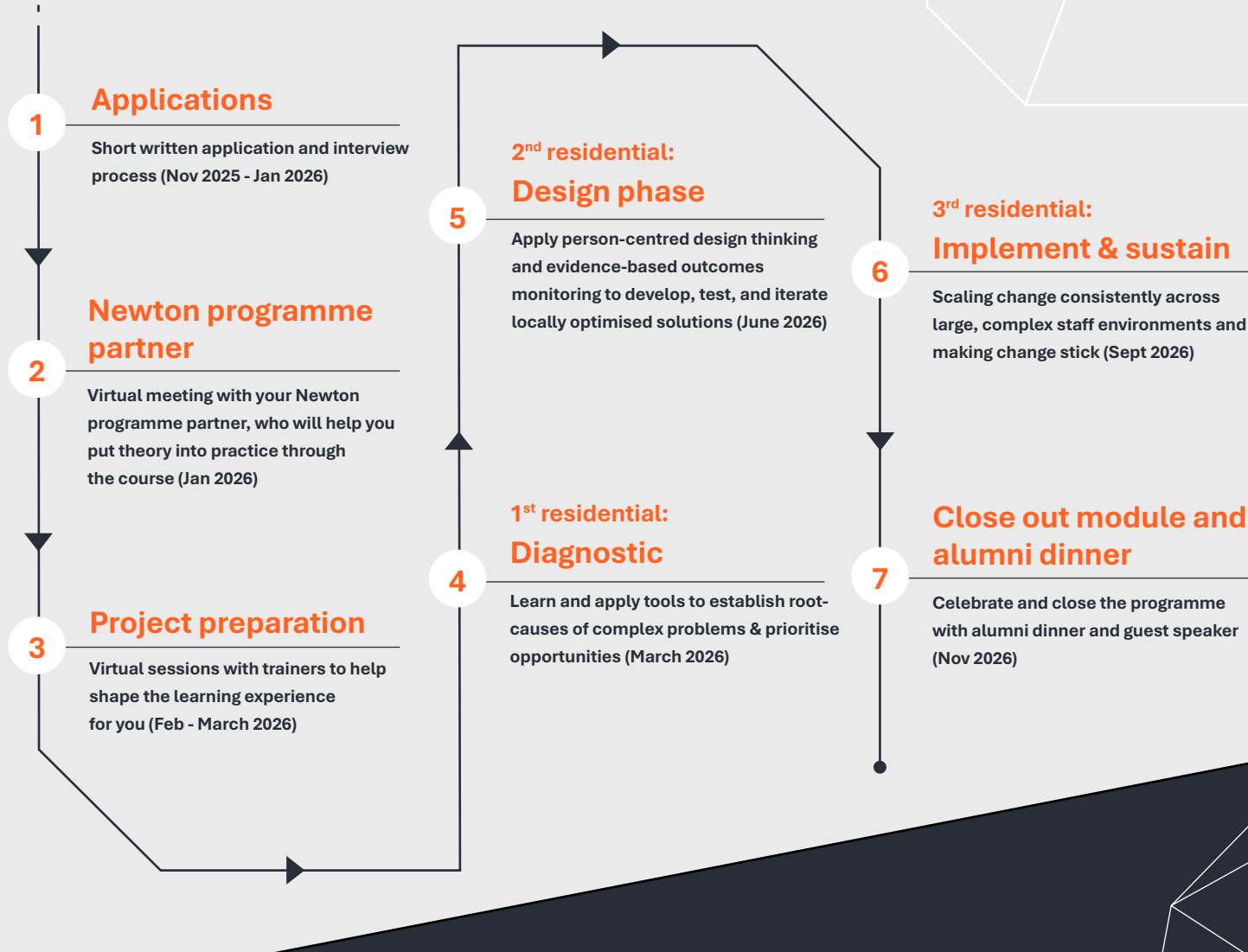
Put what you have learned into practice on your programme of change, supported by course tutors and your Newton programme partner.



Through the course we encourage you, and provide space, to reflect on what has or has not worked in previous change programmes.

Learn from your previous experience, enhanced by your participation in the course modules.

The CCLP journey



Next steps

The application process... because places are limited to ten individuals, we will be running an open, fair, and straightforward selection process.

This will comprise a short written application, followed by an interview.

For more details, please contact us at:

LeadershipProgrammes@newtonimpact.com