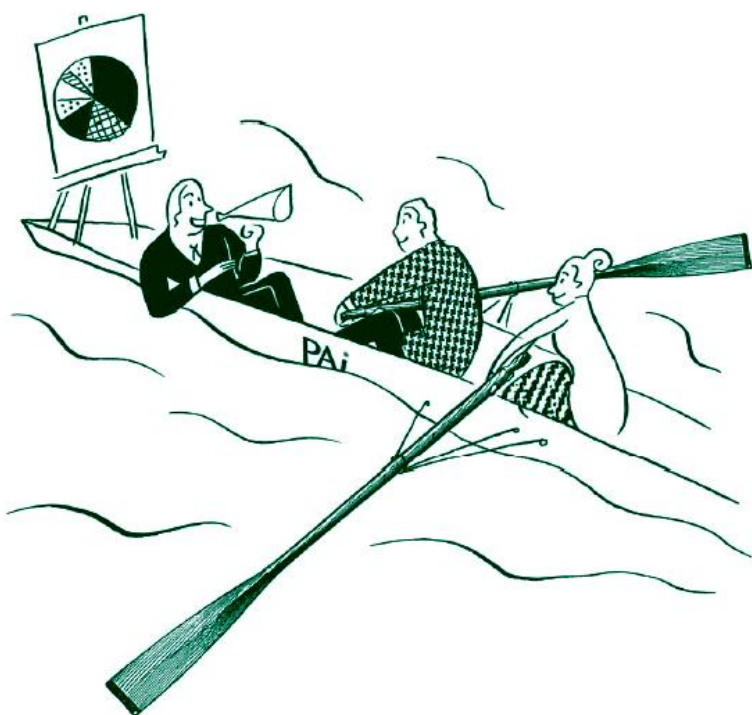


High Impact Leadership



One-week professional development workshop
17 to 21 March 2025 in London
22 to 26 September 2025 in London



ACCREDITED
SHORT COURSE PROVIDER
BRITISH ACCREDITATION COUNCIL
ACCREDITED SHORT COURSE PROVIDER

PAi is accredited by the
British Accreditation Council
for Independent Further and Higher Education

About the workshop

Leadership capability is crucial to the delivery of public services and to building an efficient and effective organisation fit for today and the future. Leadership has never been more important in these exceptional times across the world. It is critical to organisational success and to ensuring that the workforce is engaged and aligned to contribute to a successful and responsive public service.

This workshop will focus on the latest developments in leading public services and what they mean for people leading change and delivery in the public sector.

The workshop will explore the capabilities that leaders need to make an impact in the changing arena of the public service. You will learn about the UK approaches that have been successful in extremely challenging times and review other international examples of good practice, including practical exercises and case studies from practitioners.

Who is the workshop for?

The workshop is designed to develop the skills, knowledge and confidence of senior public sector leaders, policy-makers and managers with a view to improving overall efficiency and professionalism in public institutions.

How participants will benefit

The workshop will enable you to:

- Develop the personal leadership capability to make an impact and contribute to the future of your public service
- Tackle existing and future strategic challenges and understand the links with operational delivery
- Review and implement plans to increase leadership capability in your organisation
- Recognise the approaches you can use and changes you can implement to enhance public service delivery
- Grow and develop your international leadership network and share good practice.

What the workshop will cover

The workshop will include briefings and discussions on: strategic leadership; good governance; policy formulation and implementation; practical leadership skills; turning plans into action; personal leadership effectiveness.

The overall objectives for the workshop are to:

- Enhance your understanding of strategic leadership in public service policy and delivery
- Develop a suite of leadership skills, including leading yourself and others, strategy delivery, effective communication, teamwork and implementing change
- Develop self-awareness and personal effectiveness to enable high performance.

We believe that training should be learner-centred and should help our participants develop strategies that work both inside and outside the training room. We recognise that participants have different aims, world knowledge, learning styles and experiences and that motivation is crucial to successful learning.

We aim to create an enjoyable learning environment in which you will develop the skills and knowledge to enable you to be effective in as wide a variety of situations as possible. At the same time, we work to provide opportunities for personal and professional development. We value the different learning styles and personalities that each participant brings to the workshop and we encourage you to innovate and experiment with new ideas and activities.

Workshop notes, presentations and a range of different materials will be provided on an Android tablet for you to use during the workshop and take home with you for future reference and follow up. We will ask you to complete a pre-workshop diagnostic questionnaire which we will use during the week. We will also invite you to give a short informal presentation about your work and how leadership is being developed in your organisation.

Programme outline:

	AM	PM
Day 1	<p>Welcome and introductions Setting the context: a UK and international perspective Participants' informal presentations</p> <p>Leadership development</p> <p>Defining leadership: what is high impact leadership? <ul style="list-style-type: none"> • Exploring effective leadership • Essential traits, qualities and skills for leading people • Group and individual development activities </p>	<p>Public service trends and country priorities: group work to determine national and local level priorities</p> <p>Leadership exercise: <ul style="list-style-type: none"> • In groups with a leader: strategic vision • Presentations from each group </p> <p>Introduction to high impact leadership behaviours</p> <p>Public service leader presentation: a practical case study of leadership challenges in the delivery of a UK public service</p>
Day 2	<p>Exploring strategic thinking: thinking 'outside the box'</p> <p>Leadership styles: <ul style="list-style-type: none"> • Identifying your natural leadership style • Individual activity (psychometric) </p>	<p>Valuing models of leadership: <ul style="list-style-type: none"> • Contingency leadership • Transformational leadership • Situational leadership • Action Centred Leadership (ACL) • Leadership agility • Leadership shadow </p> <p>Influencing and persuading: <ul style="list-style-type: none"> • Identifying your preferred influencing style </p>
Day 3	<p>Leading change: Part one <ul style="list-style-type: none"> • Identifying the need for change: ADKAR model • Drivers for change: STEEPLE – STACK - MAUT application • Analysing the need for change: strategic gap analysis: ANSOFF • Setting the strategic change goal statement • SWOT: Dual dimension • SMART objective setting </p>	<p>Dealing with conflict and resistance to change: Kubler-Ross - loss curve</p> <p>Dealing with conflict <ul style="list-style-type: none"> • Kilmann model - psychometric profile </p>
Day 4	<p><i>Visit to a public sector organisation to discuss public service delivery and explore leadership challenges, including leading people through significant transformational changes to ways of working</i></p>	<p>Public service leader presentation</p> <p>Examining motivational models of leadership and their application</p>
Day 5	<p>Raising competency: <ul style="list-style-type: none"> • Competency assessment • Learning styles • Coaching: GROW model • Giving feedback </p> <p>Coaching role-play exercise</p>	<p>Review and closure: <ul style="list-style-type: none"> • Action plan presentations by participants • Review, feedback and scope for follow-up </p> <p>Presentation of certificates of attendance</p>

We reserve the right to change the programme as necessary.

Workshop Director

The Workshop Director will be Derek Driver.

Derek is an experienced leadership and management development trainer and consultant with a wide range of clients in the public and private sector in the UK and internationally. His areas of expertise also include strategic change, negotiation and conflict management. He is an accredited member of the Institute of Leadership and Management and has a Degree in Social Psychology and Post-Graduate Certificate in Education.

His international work includes a three-year period working on a UK Foreign and Commonwealth Office funded project in Albania where, as Head of Strategic Development for the Reform of the Albanian Police, he worked at the Albanian Ministry of the Interior, Albanian National Police, non-government organisations, local service providers and interested community groups. He has also spent substantial periods working in Bosnia, Kosovo and Serbia and has undertaken assignments in Botswana, Indonesia, Kuwait, Nigeria, Somaliland, Suriname, Tanzania and Thailand.

In the UK, his clients have included the Department for Work and Pensions, the Child Support Agency, the Passport Service, the Forensic Science Service, the former Independent Police Complaints Commission, the Serious and Organised Crime Agency, the Immigration Service, the Fire Service, the London Metropolitan Police Service and several local government authorities. More recently, he was (for 2 years) a lead provider in delivering the UK Government's Counter Fraud Apprenticeship Programme. Currently, he is the sole Food Technologist delivery trainer for a high-end UK retail supermarket.

Derek retired from the London Metropolitan Police Service, after 31 years' service, at the rank of Chief Superintendent, as Head of North-East London Territorial Operations. He had overall command for 630 police and civil staff personnel. He was commended several times during his police career, including for saving life, bravery and leadership. He was awarded the highest-level certificate at retirement: Exemplary Police Service.

How to apply

Please complete the PAI application form online via our website:

www.public-admin.co.uk/booking-form/

You can also complete our hard copy application form. Please contact us at pai@public-admin.co.uk to obtain a copy. Once completed please return to Amanda Anderson, Programme Manager, at the same email address.

If you would like to discuss this workshop, any of our other international workshops or our consultancy services, please contact Claire Cameron, Director.

We also have extensive experience of designing tailor-made training (from one day to two or three weeks) which can be run in your own country or in the UK to meet the specific needs of groups or individuals at all levels within your organisation. Please contact us if you would like further information.

Language

The workshop is conducted in English. You will need to have a good working knowledge of the language.

Location and arrival arrangements

The workshop is based in central London. We can arrange travel to and from one of the London airports into central London if you let us have your flight arrival details in good time. The cost of airport transfers is included in the fee.

Fees

The fee for the workshop will be £2,550 and is payable at least 21 days before the first day of the workshop. It includes tuition, travel to and from one of the airports in London, travel on scheduled visits which form part of the programme¹, presentation material and other documentation. It also includes an Android tablet for you to use during the workshop and take home with you for future reference and follow up. We also provide lunch and refreshments during each working day as part of the fee.

Other costs

Airfares and daily travel to and from the workshop venue are not included. Our workshops are non-residential and you are responsible for your accommodation costs. We can help you with booking hotel accommodation so please let us know if you would like us to advise you or make a reservation. We suggest that you should allow approximately £160 per day for a modest standard of hotel (for example, three-star), local travel in the UK, meals (apart from lunch on working days) and other incidental expenses.

Value Added Tax

We do not have to charge UK Value Added Tax (VAT) if you can provide written confirmation from your government or its accredited representative that you are "employed by the government in furtherance of its sovereign activities". In all other cases, we will have to charge VAT (currently 20%) in addition to the fee.

Ways to pay

You, or your government agency, can pay by bank transfer or by cheque, made payable to Public Administration International. We also accept payment by credit or debit card. Please contact us if you would like to pay by credit or debit card.

Discounts

We offer a 10% reduction on the full tuition fee if we receive payment no later than 28 days before the first day of the workshop. If we receive payment after that, we will charge the full tuition fee.

Cancellations

If you have to cancel your booking, you must let us know in writing and we will acknowledge in writing your cancellation. For cancellations received up to 29 days before the start of the workshop we will refund the tuition fee, minus a charge of £200 to cover our administration costs. For cancellations received within 28 days or fewer of the start of the workshop, we will charge the full tuition fee. If you have paid the tuition fee and have subsequently been refused a visa to enter the UK, we will refund the tuition fee, minus a charge of £200 to cover our administration costs, providing you send us the original letter from the British High Commission/ Embassy confirming refusal of a visa and providing you have not entered the UK.

Substitutions and transfers

If you have booked a place on a workshop and are not able to attend, we will accept an appropriate substitute at any time without penalty, but our normal terms and conditions will apply. Also, it is possible to transfer to a future workshop, but only one transfer is permitted. Please get in touch with us and we will advise you about transfers.

Please see our website for our full terms and conditions. If you would prefer a hard copy of our full terms and conditions, please let us know.

Substitutions and transfers continued

<http://www.public-admin.co.uk/terms-and-conditions-for-booking/>

Insurance

We advise you to arrange travel and health insurance cover before you leave your home country.

¹Travel to and from the airport in London and on scheduled visits in the programme are provided at cost

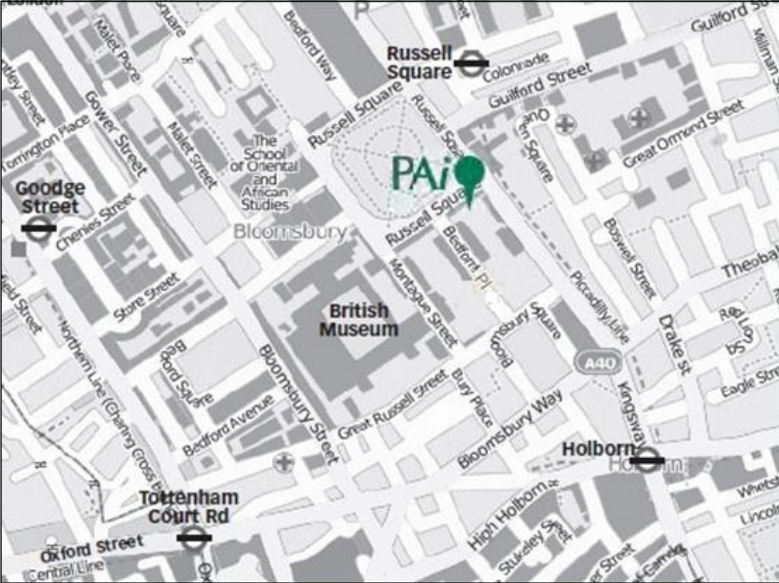
Who we are

PAI (Public Administration International) specialises in management consultancy, training and development services for organisations in, and associated with, the public sector worldwide. We provide advice and support for governments going through political, economic, structural and legislative change. Our extensive network of associates includes practitioners, academics and independent consultants. Our key objectives are promoting good governance and good practice in delivering public services. This workshop is one of a number of specialist UK-based professional development workshops designed to meet the needs of public services worldwide.

We pride ourselves on our:

- High quality, practical advice and support for our clients
- Professionalism and integrity
- Ability to offer excellent value for money
- Sound experience and track record internationally
- Networks and partnerships across the world
- Flexible, collaborative approach
- Friendliness and focus on putting people first.

Where we are



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