



VSCS is the professional development arm of ADES. It was established in 2003 to help to build capacity in education authorities through the development of people. The staff college is run as part of the committee structure of ADES and is managed by an elected Board of members along with co-opted representatives.



The **management development programme** is a series of modules accredited by the University of Strathclyde and taught by VSCS specifically for senior officers working in education and children's services in Scotland.

Each module is taught over six days. These are organised into three pairs of days over a period of about six months. There is some reading and tasks set between each meeting but this is not onerous. The group size for each module is small and the learning style is highly interactive. Each module is facilitated by VSCS tutors who are former chief officers but there is also input from senior colleagues in Scottish local authorities, HMIE and Scottish Executive.

These modules are unique in Scotland. They are practical in their content and forward looking providing genuine opportunities for reflection and challenge in a secure and supportive environment

Accreditation is optional. Each module carries 30 credits which can lead to the award of a postgraduate qualification.

There is absolutely no requirement to complete all three modules or to have undertaken one in advance of another. The programme is designed for, and by, ADES members to meet the needs of colleagues at different stages of their career.



### Knowing the Business

**This module is designed for colleagues who are recently appointed to posts within education and children's services and who want the opportunity to explore and reflect on major policy developments and how their own work will impact on the provision of effective public services.**

The module is highly interactive and participative in its methodology and there will be a range of opportunities to work with senior colleagues from around Scotland and from the Scottish Executive and HMIE. The six days of the module are organised into two-day sessions spread over a period of about six months.

It is recommended that, wherever possible, more than one person from a local authority should attend the module together. This aids learning and increases significantly the opportunities to effect changes in the future.

The key elements of the course are:

- The Policy Context
- Partnership Working
- Strategic Planning / Resources Management
- Ensuring Quality
- Leading and Managing Change

*"It was good to have people from a range of council backgrounds as this added richness to the discussions"*

## Becoming a Reflective Leader

**This module is designed for colleagues who have been in post for five years or more and who want the opportunity to explore and reflect on their management and leadership capabilities.**

*"All elements played an important part in my learning. I have learned core knowledge about leadership and management but most importantly know more about myself. Many, many thanks"*

The module is highly interactive and participative in its methodology and there will be a range of opportunities to work with senior colleagues from around Scotland and from the Scottish Government and HMIE. The six days of the module are organised into two-day sessions spread over a period of about six months. There is an opportunity to take part in a confidential 360 review which is administered by the University of Glamorgan

## Becoming a Strategic Leader

**This module is designed for colleagues who aspire to senior posts within Education and Children's Services.**

This module has run very successfully with a group from a number of councils who came from a variety of professional backgrounds including education, social work, housing, leisure and community.

It is our aim that you will develop insights and attitudes that will make you even more appreciated in your organisation as a highly valued and effective colleague. We aim to achieve this by increasing your thinking skills, sharpening your recognition of the qualities required for leadership at any level, enhancing your inter-personal skills, exploring how to draw the best out of other people, strengthening your project planning abilities and deepening your understanding of the influences on your organisation and yourself.

Each of the days will cover one of the following themes:

- Values and Systems
- Leadership and Adaptive Culture
- Building Trust and Being Trusted
- Leading and Managing Change
- Managing Performance

*"Have really enjoyed these days. Great group dynamic and excellent facilitation of discussion. Many thanks."*

**All three modules will be run in 2011 if there are viable numbers. If you would like more information or wish to register interest in one or more of the modules please email [events@virtualstaffcollege.co.uk](mailto:events@virtualstaffcollege.co.uk)**