



STEPPING INTO LEADERSHIP

**The Further Education and Training sector's development
programme for first-time leaders**

**Commissioned by the Education and Training Foundation on
behalf of the Department for Education**

In the fast-paced world of Further Education (FE) and Training, it is essential that organisations set up their first-time leaders for success. It is often the case that the skills and experiences that made first-time leaders successful in their previous roles aren't the ones that will make them successful as leaders. First-time leaders need to be supported and developed to make the shift in mindset, skills and behaviours.

This high-impact programme has been designed by sector experts to support colleagues starting their leadership journey by giving them the skills and tools to develop their knowledge and give them the inspiration and confidence to succeed in their leadership journeys.

This Department for Education supported programme has been designed by sector leadership experts FE Associates to contribute to the building of a first-class talent pipeline for the FE and Training sector. It forms a key part of the Education and Training Foundation's national leadership offer aimed at improving professional effectiveness at all levels.



Building the Leadership Confidence and Capacity to Succeed as First-Time Leaders

This programme will provide the first opportunity to develop the skills, knowledge and tools to step into a leadership role. As part of this high-impact training programme, first-time leaders will be supported by sector leadership experts to develop their thinking and practice in an environment that builds self-awareness, commitment and leadership confidence.

First-time leaders will work alongside peers from other organisations, developing their professional networking skills whilst being introduced to a range of concepts, frameworks and tools to utilise in their day-to-day leadership practice.

Delivered by Sector Experts

Delegates will benefit from working with highly experienced sector experts and current practitioners. The delivery team includes experienced senior and middle leaders, colleagues with relevant inspection experience and professional coaches.

Structured to meet the needs of first-time leaders the programme is delivered through a range of learning activities, including:

- An initial leadership assessment
 - Reflective activities
 - In-person and online delivery sessions
 - End of programme conference
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Who is This Programme for?

Stepping into leadership is open to new leaders who have recently moved into their first leadership role. The programme is available to first-time leaders who have been in post for under 18 months and have not received any development training. The programme is open to colleagues from across colleges, sixth form colleges, Independent Training Providers, adult and local authority providers. The programme has been designed to meet the needs of first-time leaders across curriculum and teaching-related roles and those in professional support services functions.

We particularly welcome participants that reflect the diversity of the FE and Training sector. We recognise that evidence shows that people from minority groups often feel less confident about putting themselves forward for development programmes. Our delivery team is committed to involving people with a vast range of experiences and backgrounds.

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As a result of attending this programme, I now invest more time with my team to address everyone's needs, prioritising their well-being, supporting them with personal situations, on-the-job performance and how to achieve a work-life balance.

HCUK Training Programme Graduate

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The Programme

The Stepping into Leadership programme is structured around five core leadership modules:

- Leading and Managing in the FE and Training Sector
- Transitioning into Leadership and Management
- Succeeding as a People Leader
- Leading Excellence
- Leadership Well-being

The programme will commence with delegates completing an initial leadership assessment. Delegates will take part in in-person and online workshops around key leadership themes and topics and have the opportunity to network with colleagues in a safe and supportive learning environment.



I feel many colleagues would benefit from this programme as it challenged me to consider not just my roles but why I'm here, my importance, the contribution I make to my organisation and my position in the community I serve.

Hull College Programme Graduate



Price

This is a fixed price of £325 per delegate.

A limited number of free places are now available on this programme for applicants who satisfy one of three criteria:

- Those working in one of the [24 priority areas](#)
- Those working in organisations with an annual turnover of less than £500,000
- Disabled people and those from black and minority ethnic communities, both of whom are currently underrepresented on ETF courses.
- Discounts will be provided for organisations recently coming out of financial difficulty requesting an in-house cohort. Discounts will range from 10-25% depending on the current financial situation of the organisation.

Programme Dates

- Cohort two launches - **17 October 2023**
- Cohort three launches - **16 November 2023**

Further Information

For more information about the programme or to request an in-house cohort, contact jack.moriarty@fea.co.uk

Secure Your Place Today:

To book a place on this programme, click on the button below:

[Click here](#)



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