

The FEA First Time Leaders Programme

About This Programme

This programme has been designed by sector experts to enable organisations to build their talent pipeline by accelerating the leadership development of new and recently appointed leaders. The programme focuses on introductory core leadership skills, confidence, and understanding to enable first-level leaders to have a successful start to their new leadership careers.

Combining Motivational Mapping and three in-person workshops led by sector experts, delegates will consider their leadership through the lenses of self and others. Through the programme, they will develop a personalised leadership development plan that provides them with a blueprint for early leadership success.

The programme will also provide new leaders with the opportunities to share their experiences and learning with peers from across sector organisations. They will build new supportive networks and have the opportunity to reflect on their individual progress with colleagues.



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Who Is The Programme For?

This programme has been designed for new and recently appointed leaders. Delegates will typically be in their first leadership position in the Further Education and Skills sector. They will have new leadership responsibilities, including leading people for the first time. Most importantly, they will have the support of their line managers to attend the programme.

Programme Structure and Themes

At the start of the programme, participants will complete a personalised Motivational Mapping tool, gaining valuable insights into their key drivers. At the conclusion of the programme, delegates will join an interactive online workshop where we will explore their unique motivational profiles, equipping them with strategies to strengthen their leadership effectiveness.

In addition, participants will engage in three in-person leadership development workshops, each focused on critical leadership themes:

- **You and Your Leadership.**
- **Your Leadership and Others.**
- **Your Leadership Development Plan.**

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Your Programme Team

Paul Wakeling

Paul has over twenty years of experience as a senior leader, including as Principal/CEO of a successful college. He now works across sectors supporting organisational improvement. Paul attended 'Chaos, Conflict and Crisis at the Harvard Kennedy School of Government and, in return, embedded ideas of adaptive leadership into his practice. He has worked as an Associate for Warwick Business School, contributing to programmes for the Cabinet Office. He has published his ideas on leadership and learning in Wakeling, P. & Mackay, F. *Leading & Learning in Challenging Circumstances in Challenging Professional Learning*, ed. Crowley, S. Oxon. Routledge, 2014.

Dame Sally Dicketts DBE

Dame Sally DBE is one of the Further Education and Skills sector's most recognised leadership experts. As the former CEO of Activate Learning, she grew one of the largest education groups in the country. Through her current work as a leadership development trainer, coach and Non-Executive Director, she is recognised as a leading developer of people and cultures. Dame Sally DBE is currently Chair of the sexual health charity Brooke. She chairs Learning with Parents and also sits on the Boards of the University of Bradford and Royal Holloway University.

Dan Beale

FEA Director of Partnerships, Dan Beale has had a highly successful leadership career in the FE sector. He has served in a range of leadership positions including as Vice Principal at a college group in the South East as well as being a full time member of the inspectorate. He is a licenced Motivational Mapping practitioner and currently contributes to a range of leadership development programmes.