

Leadership Charter

Introduction

The aim of this Charter is to ensure that managers and staff understand and can describe the knowledge, skills and behaviours that managers will use to lead, manage and develop their teams effectively. These knowledge, skills and behaviours will be assessed through the College's performance management system

The top 10 Cs to successful leadership and management in Further Education

I will lead my team by...

1. Demonstrating a clear understanding of our vision, strategic objectives and values (Clarity/Cohesion);
2. Empowering and motivating the team and individuals;
3. Displaying and encouraging integrity, enthusiasm and commitment;
4. Developing a positive and innovative culture to embrace change (Creativity);
5. Aspiring to achieve and maintain outstanding provision or service (Complacency – lack of);
6. Encouraging involvement and participation through open and clear communication;
7. Using appropriate skills and a professional management style (Confidence);
8. Recognising and celebrating successes (Celebration).

I will manage my team by...

1. Setting the highest standards of performance and challenging under-performance (Challenge);
2. Maintaining a fair and consistent approach (Consistency);
3. Ensuring understanding and compliance with College policies and procedures (Consistency);
4. Recognising, encouraging and using individual expertise and resources to achieve team objectives;
5. Setting the team and individuals clear expectations objectives and task parameters;
6. Monitoring and managing the task from inception to completion.

I will develop my team by...

1. Ensuring all new staff are inducted fully into their role, their team and the College;
2. Creating and encouraging a culture of self-development, innovation and entrepreneurship (Creativity);
3. Reviewing team and individual performance through the appropriate processes;
4. Understanding team and individual aspirations, strengths and limitations (Care);
5. Identifying and creating development and improvement opportunities (Care);
6. Coaching and mentoring to improve and develop performance and support succession planning;
7. Providing honest and constructive feedback (Challenge);
8. Improving professional effectiveness through the College's performance management system.



COHESION

Common purpose set around the success of students



CREATIVITY

Measured risks assessed, innovation encouraged



CARE

Support for students and staff to excel



CHALLENGE

Prepared to Challenge performance



CELEBRATE

Success is recognised, people are praised



CLARITY

Purpose, vision shared goals and assessed risk



CONFIDENCE

Management teams have a range of skills, instil belief



CONSISTENCY

Policies and procedures applied consistently to agreed timescales



CONNECTIVITY

Awareness of context, effective partnerships and benchmarking



COMPLACENCY

(LACK OFF)
Dedicated to continuous improvement, managers know staff