



Excellence in Social Work Leadership

Supporting Innovation In Safeguarding, Personalisation and Citizenship

Why this Programme

Social Work is a difficult and demanding job which commands high levels of specialist knowledge, professional responsibility and courage. Social Work is also changing. Personalisation of adult social care demands new skills, approaches and partnerships. Greater professionalisation and regulation of Social Work practice is signalled by the Social Work Reform Board and establishment of a College of Social Work. All this is happening as budgets are reduced and services remodelled. Investment in the right kind of development will be vital to prepare and retain staff for working with a greater span of responsibility and in new ways.

This leadership programme works from the highest aspirations of the Social Work profession and aims to build the confidence and

capability to deliver in this new and challenging environment. It will foster a vision for collaborative leadership across organisations and health and social care professionals and between those who use and those who provide services which opens up new fields of effective Social Work endeavour with individuals, families and communities. Emphasis will also be given to developing professional leadership around the complex and often highly charged nature of decision making, focusing on leading from a human rights and citizenship-based perspective. The programme will explore connections between Social Work practice in the UK with international developments in human rights and to the work of international organisations at a time of intense, global social and economic change.

**excellence**
in leadership

social care
institute for excellence 

directors of
adass
adult social services

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What you can achieve

- Increase your personal confidence and skills to lead and develop others within complex organisations and systems
- Evidence your leadership ability and potential
- Enhance your marketability to employers and career development in a rapidly changing job market
- Develop ethical and effective solutions to the opportunities and challenges of the new contexts of change
- Creatively engage and co-lead with service users and their families
- Acquire skills in sustainable leadership for cost-constrained times

Who is the programme for

Senior Social Work managers, Team leaders/Frontline Social Work managers in Adult Social Care or Mental Health or Childrens Services , AMHPs, Social Work Consultants or Professional Leads , Social Workers with a leadership role in Safeguarding The Mental Capacity Act, Personalisation or other areas of complex Social Work practice.

The Programme

The programme involves attendance at four two day blocks and intra-module activities. You will receive a certificate of achievement which documents learning in line with new requirements for professional CPD

Module 1 - Leading Self

- Developing yourself and your personal leadership style on the basis of skilfully delivered feedback
- Exploring and developing your professional Social Work identity as a resource for effective leadership
- Developing the leadership of professional Social Work practice and outcomes.

Module 2 - Leading Ethically

- Sustaining ethical decision making in pressurised settings
- Effective influencing – developing the confidence to use power and authority to promote personalisation and citizen rights
- Creating life affirming and warm organisations in a cold climate

Module 3 - Leading within Living Systems

- Leading for collaboration, partnership and team working
- Supporting and maintaining change across organisations
- Leading effectively within complex and paradoxical systems

Module 4 – Coproduction and sustainable practice

- The business case for Coproduction
- Prevention and community engagement
- Building community capacity and resilience
- Sustainable development for outcomes

Organisational support for the programme

The course was developed by SCIE and is supported by ADASS the AMHP Leads Network. South West London and St George's Mental Health NHS Trust and Camden and Islington NHS Foundation Trust.

Who delivers the programme?

Steve Onyett – Leadership Development Consultant and Facilitator. Steve has long standing experience of positively evaluated leadership and team development, event facilitation and coaching. He is Visiting Professor at UCLan and has researched and published widely in the field, recently co-editing the International Journal of Leadership in Public Services.

Ruth Allen - Director of Social Work, South West London and St George's NHS Mental Health Trust. Ruth is lead author of SCIE publication 'Leadership for Personalisation and Social Inclusion in Mental Health'. A committee member of the National Strategic Network for social care in mental health and former CSIP/NIMHE regional social care mental health lead.

Karen Linde.

Karen has extensive public sector experience of developing leaders and teams using strength based and appreciative perspectives. She is currently leading on national research initiative to improve Social work and Social care responses to trauma and crisis and on the development of multidisciplinary practice and community engagement in service systems. She provides consultancy to diverse organisations seeking to develop sustainable ways of working with complex abuse case and disturbing area of human experience and effective intervention for working with communities in conflict

Claire Barcham - Safeguarding Manager for Camden and Islington NHS Foundation Trust National Coordinator for the AMHP Lead network. The network was developed to champion and support the work of leaders, managers and trainers of AMHPs in Mental health services. She is Professional Practice Development Adviser at the new Social Work college

For an informal inquiry and further information please contact the programme manager at karenlinde0@gmail.com