Leading for better outcomes

MCE conference 14th June 19

Socitm

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Today's agenda

Socitm

We are the UK professional network for digital leaders in the transformation of local, regional and national public services

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Objectives –
what do we want to achieve?

- Importance of the 'Leadership, diversity & skills' policy theme

- Present a brief progress update; what are we doing, what have we achieved

- Skills for future digital leaders

Our priorities...

Our members have identified

5 key policy themes

that they have asked us to provide resources to support through our events, research and publications programmes

01	Ethical use of emerging technologies	**Nicola Graham** *President*
02	Service re-design and transformation	**Huw McKee** *Vice president Sponsor Microsoft*
03	Digital health & wellbeing	**Sam Smith** *Vice president Sponsor Dell EMC*
04	Leadership, diversity and skills	**Sandra Taylor** *Vice president Sponsor AWS/Capita*
05	Cyber resilience	**Geoff Connell** *Immediate past president*

Overview of the policy priority

- Build a digitally capable workforce and to address gaps in leadership, diversity, and hard and soft skills

- Development of digital leadership, championing all leaders and managers to have a strategic vision of the possibilities and potentials of technology

- Improve digital proficiency among managers and employees at all levels

- Champion the importance of diverse leadership and teams

- Gain, re-train and retain skills within the workforce

- Reference and make available good practice digitally enables strategy

How we are enabling better outcomes

- Leadership, Diversity and Skills policy briefing

- Starting to build a portfolio of examples of 'good' digital strategies

- Working with Socitm Advisory colleagues to establish a Digital Maturity Assessment (DMA) model that can be used across the board

- Leadership Academy course take-up is good, as well as additional places being booked to generate revenue

- Conversations with councils to work through specific digital leadership/workforce requirements, e.g., Neath Port Talbot

- Starting to look at regions to capture good news stories for case studies

- Need to think about how we ensure comprehensive engagement with the right audiences for this work

How we are enabling better outcomes

- Leadership Academy expansion of scope being considered

- Working with Health & Social care colleagues to start to consider opportunities for social care professionals/informaticians – professionalism, learning & development, creation of a support network, etc

- Contributing to the NHS Digital 'Building a Digital Ready Workforce' (BDRW) professionalism group

- FedIP accreditation for our members via Socitm being investigated

- Working with the policy sponsors to develop work plan to move forward the policy theme

Our Leadership Academy achievements

- Two hundred graduates through the leadership programmes 2016-18

- 240 places available in 2019 via corporate membership

- 102 places booked so far this year

- An engaged community; supportive network created for cohorts and alumni

- Advocate of the month/year

- Fabulous feedback & testimonials

- Progression for our participants

Testimonials

Coventry City Council

Thought provoking and well facilitated. It was nice to focus on experience sharing, rather than 2 days of models.

Socitm Advisory

The help and advice given during these sessions provided me the incredible insight into my work and personal life to allow me to be truly empowered.

Cambridgeshire City Council

I feel really positive and empowered. Thank you! My tools feel well and truly sharpened!

Skills for the future digital leaders

- ➢ Negotiation

- ➢ Influencing

- ➢ Effective communication

- ➢ Collaboration

- ➢ Agility

- ➢ Stakeholder engagement and management

- ➢ Emotional intelligence

- ➢ Staff empowerment

- ➢ Building trust and confidence

- ➢ Diversity and inclusivity

Moving from management to leadership

➢ Creating a supportive & responsive culture

➢ Directing

➢ Demonstrating

➢ Innovating

➢ Collaborating

➢ Mentoring/coaching

➢ Relationship building

➢ Promoting digital practices and adoption

➢ Workforce development – skills & currency

➢ Organisational development

➢ Political buy-in

Digital Skills in the workforce