

Basis & Lambeth Council

Advanced Leadership Programme

Basis.

Talent Q partnered with Basis to deliver an Advanced Leadership Programme for Lambeth Council. Lambeth Council had identified 50 middle managers who they believed had the potential to become leaders of the future.

This advanced programme was designed to develop their leadership skills, allow them to create strong and lasting networks across the council and identify their development needs, supporting their progress to the next level of management.

The programme was made up of several components

As a starting point, each delegate completed a 360-degree feedback questionnaire, which allowed them to benchmark their current level of capability against the Lambeth competency framework. Talent Q's MultiView 360-degree feedback system was used and mapped onto Lambeth's competency framework. This had the benefit of delivering accessible reports, using the organisational framework familiar to report recipients.

Participants also completed Talent Q's Dimensions Personality Questionnaire, which was used as part of a one-to-one feedback session to identify their strengths and areas for development. Following this an individual development plan was formed, focusing on maximising strengths and areas for further development.

After five months of structured individual and group development activity, participants once again completed MultiView and an analysis was conducted comparing the outputs from this feedback review against the initial data collected before development. Results were extremely positive across all competencies and participants reported finding the combination of Dimensions and MultiView data a benefit in shaping their development.

Sarah Phillips, lead consultant from Basis, said: "Talent Q's contribution to this project was extremely positive and gave us tangible assessment data to use in shaping individualised development programmes. Their support in designing and managing the 360-degree feedback process was invaluable. We look forward to working with them again soon."

Following the success of this project, Talent Q have been retained to provide the same services for the 2010 Advanced Leadership Programme at Lambeth Council.