

## ***Leading Through Transition Programme***

### **What our client wanted**

Frontline supported the transition of public health into local government through a new leadership programme, Leading Through Transition (LTT). The programme was aimed at directors of public health, directors of adult social services and directors of children's services to strengthen these key relationships and focus on key issues for their local populations. The Leading Through Transition Programme supported a shared leadership approach enabling participants to face and tackle challenges together and provided space for directors to work together and have the courageous conversations necessary in a structured, supported environment

### **What Frontline did**

LTT was structured around three one-day modules, with practical work-based activity by participants in between the modules. The three modules formed a coherent programme, with a total of 10 cohorts across the whole of England covering 50 local authorities and 100 participants.

The features of our approach included:

- each cohort becoming a learning community to support the journey of change
- participants carrying out applied learning between the modules, using their wicked issue as the focal point to apply the learning, achieve tangible results, and deliver benefit to their sponsor
- content and delivery tailored to both learning styles and knowledge levels of participants
- Kirkpatrick evaluation baseline established at the outset with summative evaluation
- provision of telephone and email support for participants between modules and for several months post-programme

### **What difference we made**

The programme showed a number of benefits to individuals, teams, local authority chief executives and their organisations:

- motivated and empowered director teams with stronger relationships and communications channels, better equipped to deliver enhanced service integration and improved value for money
- sharing best practice across local settings
- tangible, practical local results from applying learning to local problems
- agreement on common priorities and shared agenda
- greater knowledge and skills for insightful debate, influence and decision making