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| **Leadership Development Programme**  **Please include any processes, charts and policies that will support your Method Statement response as separate appendices.**  **Please make all of your answers, where relevant, evidence based.** |
| **1. Previous experience** (up to 2000 words) **20%**  Please provide details of similar senior leadership development programmes you have delivered in large and complex organisations and evidence of the successful outcomes of these programme. This should include a demonstrable Return on Investment (ROI) and at least 2 testimonials. |
| **2. Trainers** (up to 2000 words) **20%**  Please provide CVs of the facilitators/trainers who will be delivering the programme and confirm who will facilitate the programme sessions and who will lead the support to the council’s Corporate Management Team |
| **3. Resources and support** (up to 2000 words) **20%**  Please provide details of the resources you will make available to support the programme and participants learning and development opportunities, and how you will help individual managers achieve their learning goals |
| **4. Measuring success** (up to 2000 words) **20%**  Please provide detail of your proposed evaluation criteria to demonstrate that the programme has achieved the two main goals of providing further support to people managers to effectively lead and manage change; and supporting managers to be confident and competent in the ‘strong leadership’ skills set described in our Behaviours Framework. |
| **5. Added value** (up 2000 words) **20%**  Please describe the added value you will bring to the programme. |