**Inspire to Lead Programme & New Manager Induction**

**Why is it needed?**

We do not believe the old adage that ‘managers manage and leaders lead’. This does not reflect a modern and vibrant organisation that is flexible and able to adapt effectively to change.

Our realignment of our management structure provided an opportunity to set out our values, vision and expectations for those in management positions.

We wanted to develop our managers to become leaders.

**What changed?**

Instead of developing a traditional new manager induction programme, focusing on the basic knowledge (HR policies, managing staff performance …) new managers need. From the onset we wanted to create an expectation and culture where managers become effective leaders and behave ‘effectively’ because they confidently and clearly communicate their message and then trust and enable others to do the job they are paid to do.

We commissioned a bespoke six day programme called Inspire to Lead. The programme focuses on enabling participants to act and behave as leaders, enable and empower staff and maximising team’s performance.

We have also used our Transformation staff briefing sessions to tell staff about the programme, the investment and what they should expect of their leaders. Previously staff may not have known a great deal about management development. Our approach has been to be open about the investment and expectations and empower to expect a high level of standards from people in management roles – we believe this approach will improve the performance of the organisation as a whole.

**What difference has it made?**

Although not all of the 75 participants have completed the programme. Early indicators are that participants are understanding the shift we have created. We are creating discussions about what leadership is and what we should expect of leaders .