

Dear London leaders,

Action

I am writing to ask you to

1. cascade the attached invitation to the Civil Service Local Eastern Academy within your organisations to your people who live or work in the London area.
2. agree to identify and release appropriate staff for this opportunity

Background

Civil Service Local have been operating cross-departmental Academies for junior staff with leadership potential in various parts of the country for the last three years. The Academies commence with a 4 day, normally residential, event, followed by work on a 'reform themed' project for a few hours each month over the following 12 months.

We ask departments to select those of their people that they have identified as having leadership potential but are limited by the opportunities available and the scope of their present job. If demand exceeds places then we will apply sift criteria and plan further events.

There are benefits for both the delegates, their immediate teams, the department and the civil service as a whole including the ability to work as part of a project team, demonstrate and understanding and determination to be part of the civil service vision 21 as well as enhanced leadership skills.

Challenge

There are approximately 70,000 civil servants in London and around half of those work outside the Whitehall Village in operational roles. Our size means that there are often more promotion or job change opportunities especially if you are prepared to travel to London. Yet outside Whitehall, development opportunities can be scarce where operational teams are under pressure and our people are not given the time to look beyond their immediate role. I am looking for you to nominate and support a small number of your people in junior roles (10-15 altogether) who would benefit from this opportunity to enable them to go beyond their current roles and become leaders of the future, with a greater insight of the civil service as a whole and the especially the area of reform. Involvement in the Academies can lead to a higher level of staff engagement back in the normal working environment. This opportunity has also been circulated across the south east and east of England so there may be a high level of competition for these places.

Civil Service Local acts as an operational arm of the Cabinet Office's Reform Team supporting the government aim to ensure that all civil servants:

- have the tools and skills they need to deliver public services more effectively

- can be deployed across departments

and contributes to the 'Meeting the challenge of change: a capabilities plan for the Civil Service' and building staff engagement.

We do this through encouraging all civil servants to make use of their entitlement to 5 days of learning and development each year, targeted to help them perform better in their work

We support civil servants to access a range of opportunities such as junior talent management schemes, job shadowing, mentoring, short Discovery Sessions as well as Volunteering (with a dual focus – personal learning & development and connecting with local communities), that complement Civil Service Learning provision, on-the-job learning and formal training courses.

You can read more about what Civil service Local does on [our Gov.uk news pages \(https://civilservicelocal.blog.gov.uk\)](https://civilservicelocal.blog.gov.uk)

I will be pleased to answer any questions or to meet with you to discuss how Civil Service Local in London can help you achieve your objectives in developing your people, towards the Capabilities Plans and Civil Service Vision 21.

I look forward to hearing from you,

John M Haskey



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better opportunities for civil servants, better services for the public, better value for money

Website: [Civil Service Local](#)

CS Live 2014 Registration is now open! Use one of your '5 a year' to attend on 15-16 July in London