

The CSL academy is a cross-departmental opportunity, open to AA/AO and equivalent grades and new managers. The Brilliant Civil Service vision says that we need effective leaders who are inspiring, confident and empowering and who live our values and that we will develop skilled people who are high-performing, adaptable and take personal responsibility. This programme is intended for those who have shown potential to become a manager and leader but could benefit from further development.

Louise Scrowther, Winter Fuel (Newcastle) tells us a little bit about her experience.

“The programme is over 12 months and began with a launch event where myself and my team leader met up with the other candidates, mentors, facilitators and colleagues who had personal experience of the academy. This was followed by a number of workshops covering Collaborating and Partnering, Communicating, Leading and Building Capability and included elements of other competencies as well as the Civil Service leadership statement. I was allocated a mentor from HMRC who I was able to speak to when I needed assistance and support.



After completing the workshops in groups we were given a 6 month project on a topic of our choice. This was chosen unanimously based on our own group experiences and because of that there was a passion from the very start to achieve a positive result. We chose to promote the CSL Academy raising awareness and making it accessible to more colleagues. We were supported, encouraged and coached to enable full participation and in regular contact between meetings. We organised road shows to promote the academy and visited other Civil Service Departments i.e. Passport Office, HMP Holme House, Land Registry, Insolvency Service and Marine Management Organisation.

In December I attended the closing event where we gave a presentation on our project, and received a certificate along with the rest of my project group.

All in all it was a great opportunity to develop and expand my skill set further and work alongside colleagues from various departments to build networks, although at times I was taken completely out of my comfort zone I fully embraced each action learning module and participated fully in the group project.

The experience has been really worthwhile and has opened my eyes to what else is out there in the civil service. I have definitely developed additional skills that I will be able to transfer between departments.”

