

Civil Service Local Leadership Academy

Jan Thirlaway Retirement Provision Deputy Director tells us about her experience supporting Civil Service Local .



"Earlier this year I was asked to be a 'dragon' (some might say you are anyway – I, of course, beg to differ!!) for the Civil Service Local Academy in the North East of England. So myself and 4 other dragons (!) from other departments (good opportunity to extend my network too ☺) were pitched to by 6 groups of Academy participants, about a cross government project they wanted to pursue – that we would then sponsor or support.

The academy covers all departments, focuses primarily on people from administrative jobs/teams, and looks to offer development and learning for the cohort. A couple of weeks ago I was at the Academy 'end of year event' where all the groups presented back their learning and the conclusion of the projects they'd worked on. What a fabulous testament to how our people (and we have a few from DWP and a couple from Retirement Provision) took advantage of the opportunity to learn together (with new people), find out more about other departments, and produce some great outcomes from their projects – volunteering, increasing the understanding of CS local and the Academy, support for schools about work ☺.



The modules and learning sets covered working as a team, collaborating, leading and communications, and many of the participants referenced being able to 'grow and learn' in a 'safe space', and the projects were focussed on the Civil Service Vision – Be a brilliant Civil Service.

Almost without exception everyone had built their confidence, done things they wouldn't have thought they could (particularly presenting to a large group – which they did at the event) and a number have been promoted, got new jobs in other departments over the year and are more active about their development.

The different people involved was also really striking – a very diverse group ☺ There was a tremendous sense of success from the participants and I really felt their resilience and resourcefulness shone through, and the event reminded us all of that; and was very rewarding to be part of. I've also got a shadowing opportunity as a result of a new contact – shy bairns get nowt!!, and we should all consider whether looking beyond our world might offer a different and relevant opportunity for our development – whether or not you're able to be part of any formal programme – stretch the boundaries to stretch ourselves ☺...

This does vary across our regions and countries, I know, but however active or not this cross government working is where we work we can still learn from what is happening when it comes to our own development."

