

## Middle Manager Academy South 2019

After successful pilots of the Middle Manager Academy in the North West of England, Civil Service Local is now opening nominations for the first cross-regional development programme - Middle Manager Academy (MMA) South.

The MMA South is a unique cross-departmental development opportunity that has been designed to equip HEOs and SEOs (or equivalent grades) with the personal, professional and collective leadership skills needed to meet the current and future demands of the Civil Service. The academy aims to foster a more resilient and collaborative leadership culture amongst civil servants from departments across the Midlands, East, South East & London, and the South West. The MMA South will provide delegates with the opportunity to support Civil Service transformation, whilst embedding and enhancing their skills. It will also encourage them to inspire others to become the leaders of the future.

The MMA South will provide delegates with the opportunity to:

- Reflect and learn from self and others
- Undertake individual and collective personal development
- Think differently about their position as middle managers and how to cope with the impact of change
- Develop the skills needed to meet the challenges of the 21<sup>st</sup> century
- Build and maintain resilience
- Work as part of a cross-departmental team
- Develop a network of collaborative leaders
- Fulfil their potential

There will be a mix of self-awareness, personal development and ideas production across the event with a number of keynote speakers and panellists to make it a varied experience. Over the 12 month period, delegates will collaborate in cross-departmental teams to tackle challenging business issues that departments and agencies in the Midlands, East, South East & London and the South West are currently facing (duly provided by yourselves as supporters of CS Local).

### Middle Managers Academy South 2019

The MMA South 2019 will start with four learning and development days; these will be split into one 3-day residential event taking place on **30 July to 1 August** and a 1-day event taking place on **13 September**.

The first event will be held at the **College Court Conference Centre & Hotel, Knighton Road, Leicester, LE2 3UF** and the second event will be held at **Fiveways, Birmingham**.

In order to get the maximum benefit from this opportunity, delegates are advised to attend on a residential basis (although non-residential attendance will be considered in exceptional circumstances).

It is important to note that we require delegates to commit to the academy process for the full 12-month period. This includes attending the four learning and development days and working with their teams to tackle the business challenges.

We are also asking for a commitment from departments/agencies to release delegates so that they can fully participate in all academy activities over the 12 month period, including approx. two days a month to deliver solutions for the business challenges and attendance at a mid-year checkpoint event and the end-of-year celebration.

We also provide post-academy opportunities to enable delegates to continue to demonstrate their skills. We kindly request that you give consideration to these opportunities in due course.

### Cost of Places

We have secured central funding for this year's MMA South and we are pleased to confirm that your department **will not be charged** for delegates to attend the learning and development events. We will cover the cost of the two events, overnight accommodation for two nights and meals for the three days, for each delegate.

### Allocation of Places

Places will be divided between departments and the areas for the MMA South 2019.

CS Local Team

*Things for managers to consider when supporting nominees for MMA South 2019*

- Is this person ambitious, keen to bring change and would love an opportunity to have a platform to voice their thoughts and project their ideas? If so, then they could be an ideal candidate.
- Are they a middle manager, a leader of today, and have potential to develop and grow their skills to become a resilient 21<sup>st</sup> century leader?
- Do they have the commitment required? This is an intensive programme and there will be on-going work to do after the event for a full 12 months.
- Is this an opportunity for someone to raise their aspirations and improve their current performance levels through connecting up across government?
- Are they self-motivated, prepared to work hard to develop themselves and continuously improve, despite possible setbacks?