

# Scotland Excel

## Leadership and Management

### Leadership Practice

#### Date and Location

Wednesday 2 October 2019, 10am-4pm (1 day)  
Scotland Excel, Renfrewshire House, Paisley

#### Aim and Outcomes

This workshop is about being able to define and show an appreciation for key leadership principles in setting and communicating organisational direction, and the application of leadership styles in the achievement of organisational objectives.

By the end of this workshop learner will be able to:

- state the links and differences between management and leadership
- define key leadership principles that support organisational values
- apply leadership styles to achieve organisational objectives

#### Practice Workshop Content

- Discuss the concept of managers as effective leaders
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- Evaluate the balance needed between the demands of management and the demands of leadership
- Analyse the role of the leader in contributing to the creation of the organisation's vision, and in its communication to others
- Evaluate how personal energy, self-belief and commitment impact on leadership styles
- Evaluate the practical value of a leadership style to a manager in achieving organisational objectives
- Interpret how situational variables influence the choice of leadership style

#### Methodology

This workshop is delivered by an experienced Scotland Excel tutor who has significant experience across various disciplines within the Scottish public sector context. Course delivery is via work-based learning and by focusing on practical examples, case-studies and activities, the skills derived from which can be applied immediately within your candidates' roles.

#### How much does it cost?

A full-day Practice Workshop costs £150 per learner for local authority members of Scotland Excel, £165 for associate members and £180 for other public sector organisations.



**The  
Academy**

## Essential Information

### What are Practice Workshops?

A series of non-accredited, non-assessed work-based-learning workshops delivered by Scotland Excel's award-winning Academy in:

- Scottish public sector procurement
- leadership and management
- coaching and mentoring

Each workshop will generally comprise:

- 1-4 hours of preparatory work prior to participating in the workshop, such as accessing recommended reading and video content and participating in discussion forums on the Academy's online platform
- 5-7 hours of classroom-based learning, structured so that learning can be utilised immediately within the workplace

Both preparatory work and workshop attendance will count towards the learner's commitment to Continuing Professional Development (CPD).

### Who are the Practice Workshops aimed at?

Public sector staff who are keen to build on their public procurement, leadership and management and coaching and mentoring skills.

### Where will they be delivered?

Each workshop will be delivered within the Scotland Excel office in Paisley. However, if required and demand dictates we are more than happy to deliver at locations outwith.

### Why Scotland Excel?

Scotland Excel is the Centre of Procurement Expertise for Scotland's local government sector, an established SQA and CMI Approved Centre, a CMI Chartered Manager Assessment Centre and the sole provider to the Scottish public sector of the CIPS Corporate Award. Our overarching aim is to further drive professionalism in the Scottish public sector by delivering our courses through a work-based learning methodology.

These Practice Workshops are supported by our award-winning Scotland Excel Academy, which enhances interactive learning experiences. Therefore, these Practice Workshops provide a great introduction into what we can offer learners in their ongoing self-development journey.

### How do I register?

Register your place, express an interest, or request further information by contacting [helene.holden@scotland-excel.org.uk](mailto:helene.holden@scotland-excel.org.uk) or telephone 0141 618 7436.

