Executive Summary

This document illustrates a snapshot of The Academy's people development and organisational development activities, including the schedule of programmes and workshops.

The Academy is delivering accredited programmes developing 28 of 32 (88%) councils and 18 Public / Third-Sector organisations nationally –

- o 821 registered learners
- o 170 active learners engaged in accredited programmes across 8 cohorts
- o 24 cohorts have now been completed
- o 149 qualifications have been awarded. Several cohorts remain in the final assessment stage so the awarded qualification numbers do not yet include these
- o 7 new cohorts are planned
- o 469 learners have participated in non-accredited one-day development workshops
- o 630 learners have now participated in the Stay Connected one-hour online workshops
- o 6 learners have been awarded Chartered Manager (CMgr)

Combining our accredited programmes and non-accredited workshops, The Academy is engaging 31 of 32 (97%) councils and 40 public/third-sector organisations in development activities.

Active Cohorts
1. C#5 Procurement – Practitioner Level 4 (SCQF7)
2. C#3 Procurement - Advanced Practitioner Levels 5 & 6 (SCQF8 & 9)
3. C#5 Leadership and Management Level 5 Diploma (SCQF8)
4. C#6 Leadership and Management Level 5 Diploma (SCQF8)
5. C#7 Leadership and Management Level 5 Diploma (SCQF8)
6. C#2 Leadership and Management Level 7 Diploma (SCQF11)
7. C#2 Business Analysis SCQF8 & PDA Business Analysis, Decision Making and Innovation SCQF9
8. C#13 PDA Project Management SCQF8

Planned Cohorts
1. C#6 Procurement – Practitioner Level 4 (SCQF7)
2. C#4 Procurement - Advanced Practitioner Level 5 & 6 (SCQF8 & 9)
3. C#2 Leadership and Management Level 6 Certificate (SCQF9)
4. C#8 Leadership and Management Level 5 Diploma (SCQF8)
5. C#3 Business Analysis SCQF8 & PDA Business Analysis, Decision Making and Innovation SCQF9
6. C#14 PDA Project Management SCQF8
7. C#15 PDA Project Management SCQF8

Chartered Manager (CMgr)
Chartered Manager is the highest professional award within the Leadership and Management discipline. The Academy has now awarded six learners Chartered Manager status -

1. Lorna MacDonald   Partner of Inverclyde Council, at Inverclyde Carers Centre
2. Grant Key   Perth and Kinross Council
3. Susan Cannon   Perth and Kinross Council
4. Caroline MacDonald   Fife Council
5. Vicki Birrell   Fife Council
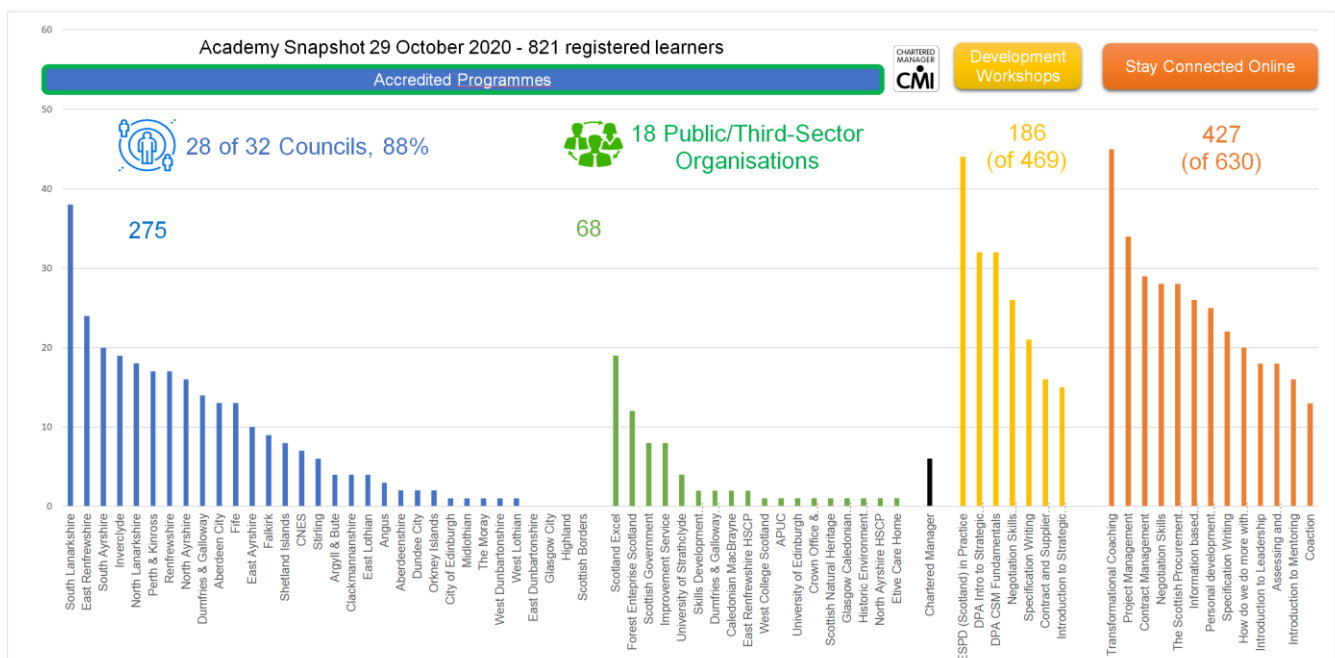6. Niki Hutchison   Fife Council

These Chartered Managers join an elite group of ~700 Scottish Chartered Managers, within a population of ~10,500 Chartered Managers globally (CMI September 2020).

More information on Chartered Manager can be accessed from The Academy at
https://academy.scotland-excel.org.uk/course/view.php?id=24
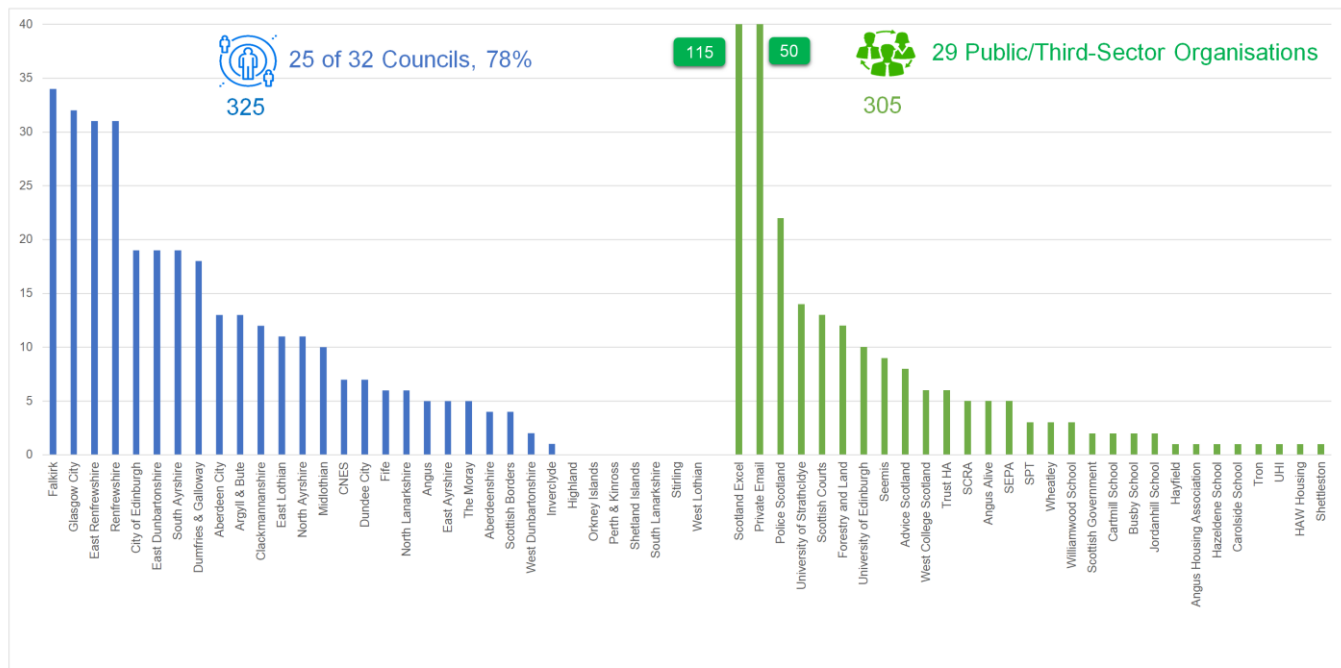
National Learner Engagement
28 of 32 (88%) councils are engaged in The Academy's accredited programmes, along with 18 Public / Third-Sector organisations. In addition, 469 learners have participated in non-accredited one day development workshops and 630 learners have participate in our Stay Connected online workshops.

The detail of these are illustrated in the image below.

25 of 32 (78%) councils are engaged in Stay Connected online workshops, along with 29 Public/Third-Sector organisations.

The detail of these are illustrated in the image below.

Combining our accredited programmes and non-accredited workshops, The Academy is engaging 31 of 32 (97%) councils and 40 public/third-sector organisations in development activities.

<u>The Academy Schedule</u>
The Academy is delivering multi-disciplinary people development programmes and workshops across –

1. Procurement
2. Leadership & Management
3. Project Management
4. Coaching and Mentoring
5. Business Analysis, Decision Making and Innovation

6. *Tentative* – Supply Chain Management

The Academy schedule is illustrated below for each discipline.

More information can be accessed from The Academy at https://academy.scotland-excel.org.uk/

Procurement

The Practitioner level 4 and Advanced Practitioner levels 5 & 6 programmes form a progressive pathway leading to MCIPS registration, with three years experience. These programmes are accredited by CIPS.

Cohort #5 Practitioner SCQF7

	Date	Module Topic	Lead	Location
0	31 March 2020	Induction workshop	Chris	Online
1	2 & 7 July 2020	M1: Driving value through P&S	Chris	Online
2	30 July & 4 August 2020	M2: Managing expenditures with suppliers	Chris	Online
3	15 & 20 October 2020	M4: Sourcing essentials in P&S	Chris	Online
4	7 and 12 January 2021	M3: Developing contracts in P&S	Chris	Online
5	11 & 16 March 2021	M5: Effective negotiation	Chris	Online
6	25 & 30 March 2021	Integrative assignment workshop	Chris	Online

Cohort #6 Practitioner SCQF7

	Date	Module Topic	Lead	Location
0	04 November 2020	Induction workshop	Chris	Online
1	19 & 24 Nov 2020	M1: Driving value through P&S	Chris	Online
2	17 & 22 Dec 2020	M2: Managing expenditures with suppliers	Chris	Online
3	18 & 23 March 2021	M4: Sourcing essentials in P&S	Chris	Online
4	03 & 08 June 2021	M3: Developing contracts in P&S	Chris	Online
5	05 & 10 August 2021	M5: Effective negotiation	Chris	Online
6	19 & 23 August 2021	Integrative assignment workshop	Chris	Online

Cohort #3 Advanced Practitioner SCQF8 & 9 [MCIPS with 3 years experience]

	Date	Module Topic	Lead	Location
1	26 February 2020	Induction workshop	Chris	Online
2	9 & 14 July 2020	M1: Strategic supply chain management	Chris	Online
3	1 & 6 October 2020	M2: Advanced category management	Chris	Online
4	14 & 19 Jan 2021	M3: Contracting excellence	Chris	Online
5	4 & 9 March 2021	M4: Developing people	Chris	Online
6	1 & 6 April 2021	M5: Implementing change	Chris	Online
7	18 May 2021	PW: Project Workshop	Chris	Online
8	13-15 July 2021	PS1: Project surgery#1	Chris	Online
9	24-26 August 2021	PS2: Project surgery#2	Chris	Online
10	5-7 October 2021	PS3: Project surgery#3	Chris	Online
11	w/c 14 Feb 2022	Final project oral presentation [viva]	Panel	Online

Cohort #4 Advanced Practitioner SCQF8 & 9 [MCIPS with 3 years experience]

	Date	Module Topic	Lead	Location
1	26 November 2020	Induction workshop	Chris	Online
2	06 &11 Jan 2021	M1: Strategic supply chain management	Chris	Online
3	24 & 29 March 2021	M2: Advanced category management	Chris	Online
4	10 & 15 June 2021	M3: Contracting excellence	Chris	Online
5	27 & 31 Aug 2021	M4: Developing people	Chris	Online
6	23 & 28 Sep 2021	M5: Implementing change	Chris	Online
7	16 November 2021	PW: Project Workshop	Chris	Online
8	11-13 January 2022	PS1: Project surgery#1	Chris	Online
9	22-24 Feb 2022	PS2: Project surgery#2	Chris	Online
10	05-07 Apr 2022	PS3: Project surgery#3	Chris	Online
11	w/c 15 Aug 2022	Final project oral presentation [viva]	Panel	Online

More information can be accessed from The Academy at
https://academy.scotland-excel.org.uk/mod/page/view.php?id=2658

Leadership & Management

The level 5 diploma, level 6 certificate and level 7 diploma programmes form a progressive pathway across the junior, mid and senior management structures. These programmes are accredited by CMI.

The level 5 diploma, with 3 years experience, is the minimum qualification eligible for the CMgr exemption route assessment. A level 5 certificate, with 5 years experience, is the minimum qualification eligible for the CMgr qualified written route assessment.

Cohort #7 Leadership & Management Level 5 Diploma (SCQF8)

	Date	Unit Topic	Lead	Location
0	11 June 2020	Induction workshop	Ian	Online
1	03 November 2020	5013V1: Leadership practice	Ian	Online
2	17 December 2020	5002V1: Information based decision making	Ian	Online
3	23 February 2021	5009V1: Project development and control	Ian	Online
4	06 April 2021	5007V1: Organisational financial management	Ian	Online
5	08 June 2021	5001V1: Personal development as a manager and a leader	Ian	Online
6	07 September 2021	5003V1: Managing team and individual performance	Ian	Online
7	28 October 2021	5005V1: Meeting stakeholder and quality needs	Ian	Online

Cohort #2 Strategic Leadership & Management Level 7 Diploma Masters-level (SCQF11)

	Date	Unit Topic	Lead	Location
0	08 September 2020	Induction workshop	Ian	Online
1	29 September '20	7013V1: Strategic leadership	Ian	Online
2	12 November '20	7004V1: Strategic information management	Ian	Online
3	19 January 2021	7010V1: Implementing organisational change strategies	Ian	Online
4	02 March 2021	7011V1: Strategic planning	Ian	Online
5	20 April 2021	7012V1: Strategic human resource planning	Ian	Online
6	01 June 2021	7007V1: Financial planning	Ian	Online
7	24 August 2021	7009V1: Strategic project management	Ian	Online
CMgr	tbc	Chartered Manager assessment	Ian	Online

Cohort #2 Leadership & Management Level 6 Certificate (SCQF9)

	Date	Unit Topic	Lead	Location
0	09 March 2021	Induction workshop	Ian	Online
1	01 April 2021	6003V1: Planning a change process	Ian	Online
3	27 May 2021	6007V1: Managing ideas and innovation	Ian	Online

More information can be accessed from The Academy at
https://academy.scotland-excel.org.uk/mod/page/view.php?id=2659

Project Management

The PDA in Project Management is co-delivered with the Improvement Service.
This SCQF8 programme is accredited by the SQA.

Cohort #13 PDA Project Management SCQF8 (G9CK 48)

	Date	Module Topic	Lead	Location
0	6th October '20	Induction workshop	Donnie, Margaret	Online
1	20th October '20	DV5H 35: Project justification and planning – 1 of 2	Donnie, Margaret	Online
2	28th October '20	DV5H 35: Project justification and planning – 2 of 2	Donnie, Margaret	Online
3	17th February '21	DV5J 35: Managing the implementation of a project – 1 of 2	Donnie, Margaret	Online
4	24th February '21	DV5J 35: Managing the implementation of a project – 2 of 2	Donnie, Margaret	Online

Cohort #14 PDA Project Management SCQF8 (G9CK 48)

	Date	Module Topic	Lead	Location
0	10th November '20	Induction workshop	Donnie, Margaret	Online
1	17th November '20	DV5H 35: Project justification and planning – 1 of 2	Donnie, Margaret	Online
2	24th November '20	DV5H 35: Project justification and planning – 2 of 2	Donnie, Margaret	Online
3	17th March '21	DV5J 35: Managing the implementation of a project – 1 of 2	Donnie, Margaret	Online
4	24th March '21	DV5J 35: Managing the implementation of a project – 2 of 2	Donnie, Margaret	Online

Cohort #15 PDA Project Management SCQF8 (G9CK 48)

	Date	Module Topic	Lead	Location
0	13th January '21	Induction workshop	Donnie, Margaret	Online
1	21st January '21	DV5H 35: Project justification and planning – 1 of 2	Donnie, Margaret	Online
2	28th January '21	DV5H 35: Project justification and planning – 2 of 2	Donnie, Margaret	Online
3	05th May '21	DV5J 35: Managing the implementation of a project – 1 of 2	Donnie, Margaret	Online
4	12th May '21	DV5J 35: Managing the implementation of a project – 2 of 2	Donnie, Margaret	Online

More information can be accessed from The Academy at
https://academy.scotland-excel.org.uk/mod/page/view.php?id=2661

Coaching and Mentoring

The Academy has the following coaching and mentoring programmes within our portfolio.

The level 3 certificate, level 5 diploma and level 7 diploma programmes form a progressive pathway across the junior, mid and senior management structures These programmes are accredited by CMI.

Cohort#1 Management Coaching and Mentoring L3 Certificate (SCQF6)

	Date	Unit Topic	Lead	Location
0	Subject to demand	Induction	Donnie	Online
1	Subject to demand	3011V1: Principles, skills and impact of coaching and mentoring	Donnie	Online
2	Subject to demand	3012V1: Coaching and mentoring for individual and team needs	Donnie	Online
3	Subject to demand	3016V1: Coaching and mentoring process evaluation	Donnie	Online
4	Subject to demand	Lessons learned and next steps workshop	Donnie	Online

Cohort#1 Management Coaching and Mentoring L5 Diploma (SCQF8)

	Date	Unit Topic	Lead	Location
0	Subject to demand	Induction	Donnie	Online
1	Subject to demand	5001V1 – Personal development as a manager and leader	Donnie	Online
2	Subject to demand	5014V1 – Introduction to management coaching and mentoring	Donnie	Online
3	Subject to demand	5015V1 – Management of coaching and mentoring	Donnie	Online
4	Subject to demand	5016V1 – Using coaching and mentoring skills as a manager	Donnie	Online
5	Subject to demand	5017V1 – Coaching practice and theory	Donnie	Online
6	Subject to demand	5018V1 – Mentoring practice and theory	Donnie	Online
7	Subject to demand	5019V1 – Management of action learning	Donnie	Online
8		Lessons learned and next steps workshop	Donnie	Online

Cohort#1 Leadership Coaching and Mentoring L7 Diploma (SCQF11)

	Date	Unit Topic	Lead	Location
0	Subject to demand	Induction	Donnie	Online
1	Subject to demand	7002V1 – Developing performance management strategies	Donnie	Online
2	Subject to demand	7015V1 – Coaching and mentoring within organisational culture	Donnie	Online
3	Subject to demand	7016V1 – Coaching and mentoring policies	Donnie	Online
4	Subject to demand	7017V1 – Organisational coaching and mentoring	Donnie	Online
5	Subject to demand	7018V1 – Strategic impact of coaching and mentoring	Donnie	Online
6	Subject to demand	7020V1 – Leadership coaching and mentoring skills	Donnie	Online
7	Subject to demand	7019V1 – Embedding coaching and mentoring in the organisation	Donnie	Online
8	Subject to demand	Lessons learned and next steps workshop	Donnie	Online

More information can be accessed from The Academy at
https://academy.scotland-excel.org.uk/mod/page/view.php?id=2660

Business Analysis, Decision Making and Innovation
Business Analysis, Decision Making and Innovation is co-delivered with the Improvement Service.
This SCQF8 and SCQF9 PDA programme is accredited by the SQA.
This programme has been designed in response to a national shortage of business analysts.

Cohort#2 Business Analysis SCQF8 (L5) and PDA Decision Making & Innovation SCQF9 (L6)

	Date	Unit Topic	Lead	Location
0	02 June 2020	Induction	Ian, Clare	Online
1	18 June 2020	SQA Unit H66x 04: Analysing organisations using business analysis tools	Clare, Ian	Online
	18 September 2020	Professional discussion	Ian, Clare	Online
	21 September 2020	Professional discussion	Ian, Clare	Online
		PDA G9CM 49: Decision making and innovation	Ian, Clare	Online
2A	08 October 2020	F5GG 36: Decision making for managers 1 of 2	Ian, Clare	Online
2B	29 October 2020	F5GG 36: Decision making for managers 2 of 2	Ian, Clare	Online
3	14 December 2020	J1BX 36: Management: Organisational innovation	Ian, Clare	Online

Cohort#3 Business Analysis SCQF8 (L5) and PDA Decision Making & Innovation SCQF9 (L6)

	Date	Unit Topic	Lead	Location
0	04 February 2021	Induction	Ian, Clare	Online
1	04 March 2021	SQA Unit H66x 04: Analysing organisations using business analysis tools	Clare, Ian	Online
	22 April 2021	Professional discussion	Ian, Clare	Online
	23 April 2021	Professional discussion	Ian, Clare	Online
		PDA G9CM 49: Decision making and innovation	Ian, Clare	Online
2A	06 May 2021	F5GG 36: Decision making for managers 1 of 2	Ian, Clare	Online
2B	13 May 2021	F5GG 36: Decision making for managers 2 of 2	Ian, Clare	Online
3	02 September 2021	J1BX 36: Management: Organisational innovation	Ian, Clare	Online

More information can be accessed from The Academy at
https://academy.scotland-excel.org.uk/mod/page/view.php?id=2662

Supply Change Management

In response to a customer request we are scoping the delivery of a SQA accredited programme in Supply Chain Management. This eight unit programme at SCQF9 is illustrated in the tables below.

If there is sufficient customer demand to implement such a programme it will run in parallel to the CIPS accredited procurement programmes.

GP98 24:		SVQ Accredited **Supply Chain Management Programme** SCQF 9, RQF 6	SCQF	Credits
0	Mandatory	Induction Workshop		
1		Maintain, improve and develop operational relationships within the supply chain	9	7
2		Obtain and analyse information on the performance of the supply chain	9	7
3		Propose improvements to the supply chain	9	8
4		Ensure compliance with legal, regulatory, ethical and social requirements	9	12
5	Optional		8 / 9	8
6			8 / 9	8
7			8 / 9	8
8			8 / 9	8
		Choose 4 optional units from a portfolio of 21 units		
		12 units are at SCQF8, with average credits of 7		
		9 units are at SCQF9, with average credits of 8		
		Extrapolated Programme	9	54 - 81
		Technical Apprenticeship Framework	12 months	

		Optional Unit	SCQF	Credits
1	J2MM 04	Plan the procurement of supplies in the supply chain	9	9
2	J2M9 04	Plan the transportation of supplies in the supply chain	8	11
3	J2MN 04	Manage projects to develop the supply chain	9	11
4	J2MP 04	Negotiate for supplies	9	9
5	J2MR 04	Review the outcomes of contracts	9	8
6	J2MS 04	Analyse and evaluate information on the procurement of supplies in	9	8
7	J2MT 04	Select suppliers for the supply chain	9	8
8	J2MA 04	Evaluate the capability of suppliers to meet supply specifications	8	7
9	J2MV 04	Analyse and evaluate the performance of suppliers	9	7
10	J2MB 04	Schedule the flow of supplies in the supply chain	8	5
11	J2MC 04	Specify the requirements for the storage of supplies	8	9
12	J2MD 04	Specify requirements for the distribution of supplies	8	7
13	J2ME 04	Select distribution methods for supplies	8	5
14	J2MG 04	Schedule the distribution of supplies	8	5
15	J2MW 04	Select transportation methods for supplies	9	9
16	J2MH 04	Select methods of exporting supplies	8	5
17	J2MX 04	Select methods of importing supplies	9	8
18	H8GY 04	Provide leadership in your area of responsibility	8	9
19	H5K4 04	Manage the use of financial resources	8	14
20	HK2P 04	Manage physical resources	8	5
21	H8H0 04	Manage projects	8	11

An eight unit SVQ in Supply Chain Management indicative price is £1,920.

A ten unit SVQ in Supply Chain Management indicative price is £2,400.

A ten unit programme is included as a potential option striving to compare the SVQ supply chain management programme with the CIPS accredited Practitioner and Advanced Practitioner programmes.

For completeness, the two images below illustrate the existing CIPS accredited Practitioner and Advanced Practitioner programmes The Academy delivers.

CIPS Accredited **Practitioner Programme** RQF Level 4, SCQF7	
0	Induction workshop
1	M1: Driving value through procurement and supply
2	M2: Managing expenditures with suppliers
3	M4: Sourcing essentials in procurement and supply
4	M3: Developing contracts in procurement and supply
5	M5: Effective negotiation
6	Integrative assignment workshop

CIPS Accredirted **Advanced Practitioner Programme** RQF Levels 5 & 6, SCQF8 & 9	
0	Induction workshop
1	M1: Strategic supply chain management
2	M2: Advanced category management
3	M3: Contracting excellence
4	M4: Developing people
5	M5: Implementing change
6	PW1: Project Workshop
7	PS1: Project surgery#1
8	PS2: Project surgery#2
9	PS3: Project surgery#3
10	Final project oral presentation [viva]

Practitioner SCQF7 price is £1,888   Advanced Practitioner SCQF8&9 price is £2,613

Summary:

SVQ Supply Chain Management SCQF9 eight unit programme indicative price is	£1,920
SVQ Supply Chain Management SCQF9 ten unit programme indicative price is	£2,400
Practitioner SCQF7 programme price is	£1,888
Advanced Practitioner SCQF8&9 programme price is	£2,613
Practitioner and Advanced Practitioner combined price is	£4,501

The SVQ in supply chain management may not be eligible for MCIPS.

Next Steps?

If there is a need for the SVQ in Supply Chain Management across Scottish local-authorities then The Academy is interested in scoping the required units and developing plans to deliver this programme in 2021.

A more detailed analysis of each unit and cross-mapping of the programmes will be required, followed by the formal submission of a "qualification approval" to the SQA.

Your input will help shape the viability of the programme.

Are you supportive of such a programme?

Do you have a need for such a programme?

How many people are you likely to place on the programme?

Which of the optional units do you need?

Stay Connected Online Workshops – Phases#1 and #2

Stay connected online workshops have been introduced during the COVD-19 pandemic lockdown.
These one-hour workshops are delivered in a time concise way to engage learners and share skills that can boost development, performance and introduce new ways of working.
There is no cost for these one-hour online workshops.
To date, 630 people have participated in Stay Connected workshops.

	Date	Workshop Topic	Lead	Location
1	26 May 2020	Project management fundamentals	Donnie	Online
2	01 June 2020	Contract management	Chris	Online
3	02 June 2020	Introduction to mentoring	Donnie	Online
4	03 June 2020	Specification writing	Chris	Online
5	09 June 2020	Transformational coaching	Donnie	Online
6	10 June 2020	Negotiation skills	Chris	Online
7	12 June 2020	Introduction to leadership	Ian	Online
8	16 June 2020	Contract management	Chris	Online
9	19 June 2020	Project management fundamentals	Donnie	Online
10	23 June 2020	Negotiation	Chris	Online
11	23 June 2020	Transformational coaching	Donnie	Online
12	25 June 2020	Coaching – a viable way forward…	Ian	Online
13	25 June 2020	Introduction to mentoring	Donnie	Online
14	28 July 2020	How to Do More with Less	Ian	Online
15	4 August 2020	Information Based Decision Making	Ian	Online
16	12 August 2020	The Scottish Procurement Rules	Chris	Online
17	17 August 2020	Assessing and Developing Your Skills	Gregor	Online
18	20 August 2020	Transformational Coaching	Donnie	Online
19	20 August 2020	Personal Development and Self- Determination	Ian	Online
20	28 August 2020	Introduction to Mentoring	Donnie	Online
21	2 September 2020	"Crisis" Procurement	Chris	Online
22	4 September 2020	Project Management Fundamentals	Donnie	Online
23	7 September 2020	Assessing and Developing Your Skills	Gregor	Online
24	9 September 2020	Introduction to Customer Journey Mapping	Clare	Online
25	9 September 2020	Specification Writing	Chris	Online
26	17 September 2020	Negotiation Skills	Chris	Online
27	22 September 2020	Performance Management and Measurement	Donnie	Online
28	30 September 2020	Managing Stakeholders	Clare	Online
29	1 October 2020	Transformational Coaching	Donnie	Online
30	1 October 2020	Organisational Learning – Enabling Performance and Long-Term Success	Ian	Online
31	8 October 2020	Contracting	Chris	Online
32	21October 2020	Management of procurement stakeholders	Chris	Online
33	22 October 2020	Introduction to Mentoring	Donnie	Online
34	28 October 2020	Contract Management	Chris	Online
35	3 November 2020	Changing the Face of Procurement	Scott& Debbie	Online
36	5 November 2020	Project Management Fundamentals	Donnie	Online
37	5 November 2020	Analysing Your Supply Markets	Chris	Online
38	18 November 2020	Contracting	Chris	Online
39	19 November 2020	Performance Management and Measurement	Donnie	Online
40	23 November 2020	Optimising Our Innovative Work Behaviours	Ian	Online

Responding to learner feedback, The Academy will introduce online videos for a series of workshops. These will be accessible on The Academy throughout January – March 2021 inclusive.

From April 2021, we will work on a consultation for Stay Connected Phase#3 introducing new content for a further series of online workshops. Your input is invited –

- o Topics?
- o One-hour format?
- o Two-hour format?
- o Four-hour format?

Stay Connected With Best Practice Workshops

Responding to customer feedback, The Academy will facilitate Stay Connected With Best Practice online workshops where the people from across our national customer community share their best practice.

We are currently scoping the first workshops and will provide further update in due course.

The format will be hosted and facilitated through The Academy's Moodle platform, Big Blue Button software and/or MS Teams. The workshop content will be created and delivered by the council employees who wish to share their best practice.

This is an opportunity to share our expertise nationally and develop together...

	Date	Workshop Topic	Lead	Location
1	tbc	Transformation in Property Data	Andrew Collins	Online
2				Online
3				Online
4				Online
5				Online

Development Workshops

Development workshops are non-accredited, non-assessed work-based-learning workshops. Each workshop comprises 5 hours of classroom based learning that can be utilised immediately within the workplace and also counts towards the learner's commitment to Continuing Professional Development (CPD).
We invite your input to scope your development workshop needs.
There is a cost for delivering development workshops.

During the COVID-19 pandemic, development workshops will be delivered online using software supporting audio, video and virtual break-out rooms for group work.

	Date	Workshop Topic	Lead	Location
1	20 January 2020	Negotiation Skills	Chris	Paisley
2	17 February 2020	Introduction to Strategic Procurement – DPA	Chris	Lerwick
3	18 February 2020	Contract & Supplier Management Fund -DPA	Chris	Lerwick
4	19 February 2020	Introduction to Strategic Procurement – DPA	Chris	Lerwick
5	20 February 2020	Contract & Supplier Management Fund -DPA	Chris	Lerwick
6	20 February 2020	ESPD (Scotland) in Practice	Chris	Lerwick
7	?	?		Online
8				

More information can be accessed from The Academy at
https://academy.scotland-excel.org.uk/mod/page/view.php?id=2663

Coaction

The Scottish public-sector employs 561,300 people, 245,000 of whom are employed across our 32 local authorities (Scottish Government 2018) and 81,700 people are employed in the third-sector (Scottish Government 2013).

Coaction is an initiative striving to bring together this community of people to coact, cocreate, coproduce, codeliver and collaborate – sharing resources and knowledge to address our public-sector people development and organisational development needs.

64 people participated in the inaugural workshop on 22 August 2019 creating a draft three-year national development roadmap. Our objective is to solve some of our public-sector's wicked problems through cost-effective collaborative coaction.

Everyone is welcome to participate in the work of Coaction.

	Date	Workshop Topic	Lead	Location
1	22 August 2019	Coaction 2019 National	Team	Glasgow
2	01 April 2020	Coaction Regional#1	Team	Inverness
3	27 May 2020	Coaction Regional#2	Team	Edinburgh / Dundee
4	27 August 2020	Coaction 2020 National	Team	Glasgow
5	'Feb / Mar 2021	Coaction 2021 Online Event	Team	Online

As a consequence of the COVID-19 pandemic the three scheduled events in 2020 could not take place and so future Coaction events will be delivered online using software supporting audio, video and virtual break-out rooms for group work.

We are working on scoping a Coaction 2021 event. Your input is invited.