

Embracing the chaos Exploring systems, shaping leaders

A self-directed learning programme to develop complexity-competent social care systems leaders

Background

In 2017/18, [Coping with Complexity](#)¹ developed new perspectives on leadership and change within systems. Its seminar format with well-chosen speakers attracted leaders from all sectors of the social care world, including funders and commissioners, public and third sector leaders, policy-makers and academics.

About the Systems Leadership programme

In 2018/19 we are designing another cross-sector programme to develop leadership responses to complexity, transformation and reform in social care. The programme will provide safe, facilitated space for leaders to explore individual, shared and systemic challenges.

It encourages self-directed and peer learning, inviting participants to work on live challenges or opportunities throughout the year. Participants will shape the programme to address these, and to meet their own development goals. It is designed for leaders from a range of roles, organisations and settings – anyone responsible for leading change in complex systems.

Programme design and principles

A small, self-directed peer 'learning set' of 8-12 people will work on challenges of their choosing, in ways of their choosing, over a number of months. Because the programme will be directed by this core group, we are not wedded to any one methodology or approach. But we will draw inspiration from Carl Rogers' principles of [self-direction and person-centredness in learning](#)².

¹ <http://www.ccpScotland.org/hot-topics/complexity>

² <https://www.bapca.org.uk/about/carl-rogers.html>

As hosts and facilitators, we believe the most valuable opportunity we can offer you is space and time. How you use it will be up to you, but it is likely there will be a combination of group and one-to-one discussion, creative activities, expert inputs and individual reflection – maybe even catching up with reading. Participants in previous programmes tell us they value having time away from work to think about work, and having honest conversations with their cross-sector counterparts in a safe shared space.

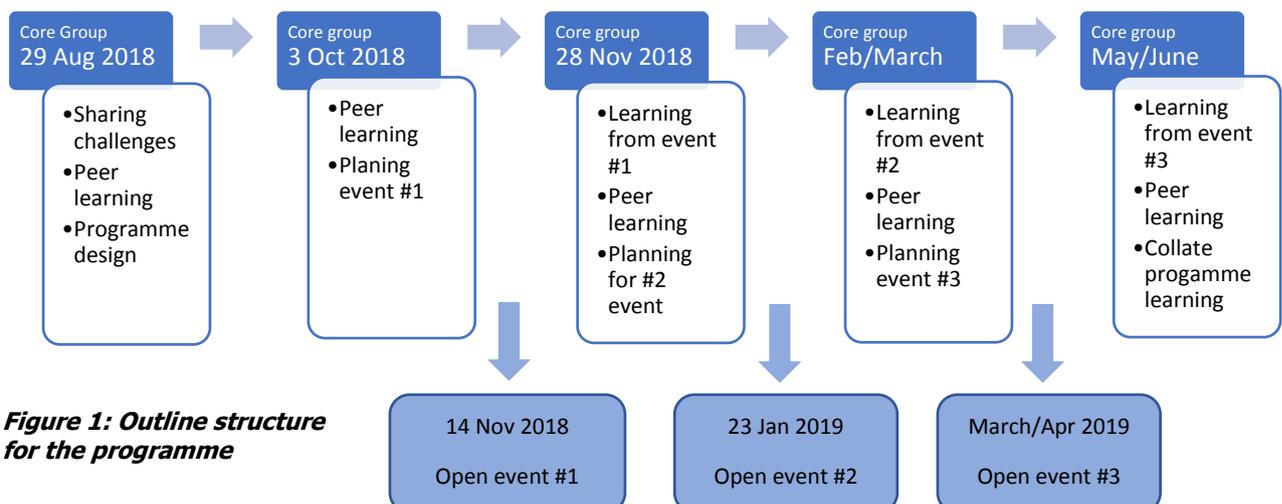
As well as having five meetings of its own, the group will also work with us to co-design three workshops, events or seminars that will be open to others. These will be based on the interests and learning needs identified by the group, but broad (and interesting!) enough to attract other sector leaders.

Outcomes

Social Care Reform is a transformational agenda for the whole sector, not just services. The programme therefore aims to make an impact at different levels:

Individual	Organisational	System-level
<ul style="list-style-type: none"> • Access to a uniquely valuable leadership development experience • Energy and inspiration for sustaining leadership role • Protected time and space to think, reflect, develop • Ideas and solutions for complex challenges • Peer support and encouragement 	<ul style="list-style-type: none"> • Access to new information, ideas and innovation • Stronger relationships across organisational and sector boundaries • Opportunities for influence • Safe space for exploring and testing change 	<ul style="list-style-type: none"> • Evidence and examples of social care reform in practice • Intelligence and insight to inform policy and practice • Cross-boundary learning and development

Timeline and dates for your diary



Core group	Open events
<ul style="list-style-type: none"> • Wed 29th Aug Core Group first meeting 	<ul style="list-style-type: none"> • 14th November – Open event 1
<ul style="list-style-type: none"> • Wed 3rd October 	<ul style="list-style-type: none"> • 23rd January – Open event 2
<ul style="list-style-type: none"> • Wed 28th November 	
<ul style="list-style-type: none"> • Feb/March TBA – meeting 4 	<ul style="list-style-type: none"> • March/April – Open event 3
<ul style="list-style-type: none"> • May/June – Final Core group meeting 	

Commitment

The core group will meet five times between August 2018 and May 2019, with three open workshop/seminar events. Participants therefore need a high degree of commitment to their own learning, that of the group; and of people in the wider social care sector. You must be prepared to commit to attending meetings and events, staying in touch between meetings, and assisting with wider dissemination throughout the process.

Expressions of interest

If you would like to take part, please note your interest by emailing emma.donnelly@ccpscotland.org by 25th June with the following information:

- Your name and role:
- Organisation:
- Email address:
- Contact phone number:
- Postal address:
- A short statement about why you are interested in taking part
- The challenge, or type of challenge, you might want to work on during the process.

Please discuss this with your senior officer or line manager before applying, to make sure they support your participation, and set aside the dates pending confirmation of your place.

About the facilitators

The programme is hosted by CCPS and facilitated by Graeme Reekie of [Wren and Greyhound](#) consultants, who has partnered CCPS development programmes since 2014, including *Leading the SDS Change*; *Coping with Cuts*; and *Coping with Complexity*.