



All Wales Public Service Leadership Summer School 2020

Guidance on personal & organisational outcomes and objectives

Learning outcomes

Learning outcomes are statements that describe significant and essential learning that learners have achieved and can reliably demonstrate after Summer School. In other words, learning outcomes identify what you will be able to do by the end of the programme.

Learning outcomes should:

- Reflect essential knowledge, skills or behaviours
- Focus on results of the learning experience
- Reflect the desired outcome from the event, not the means or the process
- Be a minimum of 50 words and a maximum of 100 words

Places are limited and will be awarded through a competitive selection process. Completion of strong objectives and outcomes which align to both themselves and their organisations are essential.

Examples

What are appropriate

As a Head of Service in the authority, part of my role is in building more effective (and collaboratively developed) public services. I need to be able to fully engage my stakeholders and my team to help take forward this agenda. I aim to build my skills by gaining insight into the tools and techniques that can help to effectively engage others.

This objective is a key part of my personal development plan and will be measured as part of my overall performance. Upon returning to work after Summer School, I will review my learning with my manager and consider how he can support me to complete any actions.

I am keen to hear more about David Zinger's work around employee engagement and well being; particularly in light of the challenges my team faces in delivering our business objectives over the next couple of years.

At the end of the Summer School week, I intend to create an action plan to help me translate the week's learning into action using the tools and techniques I learn, along with good practice, new thinking and peer support. I will meet with my Chief Executive to feedback on both Summer School and my action plan in July.



What are not appropriate

I expect to improve my engagement skills at Summer School by taking part in various learning opportunities and listening to the speakers.

It is important for me to have these skills to enable me to do my job.

The Summer School programme looks really interesting and a number of the sessions should help me with my learning and development.

Learning objectives

A learning objective is a concrete statement describing what someone is trying to achieve as a result of a learning activity. As far as possible, learning objectives should be SMART:

Specific

Measurable

Acceptable to you

Realistic to achieve

Time-bound (with a deadline)

SMART objectives are different to “goals” which are broad and sometimes difficult to directly measure.

Personal example

What is appropriate

As a result of attending Summer School, I will clearly understand my engagement skills, including my strengths and areas for improvement. This information, along with my personal action plan from Summer School, will help me assess my progress in this area over the next 12 months. This will also be discussed and measured as part of my development review process with my manager.

What is not appropriate

I would like to attend Summer School so I can become a more engaged leader.

Organisational example

What is appropriate

As a result of attending Summer School, I will be able to use a variety of tools and techniques to better engage others in the process of service development and



delivery, encouraging stakeholders, communities and key individuals to feed into this and own the results. This is particularly relevant for my work with emergency teams in Mid Wales, considering how we can develop a more responsive, cohesive service relevant to the communities within the region.

In July, I will provide my team with a session to share the tools and techniques learnt at Summer School and build these into our team plans for taking forward our key business objectives.

What is not appropriate

I want to get better at engaging others and Summer School will hopefully give me the skills to do this.