

# AcademiWales



#OneWelshPublicService



Llywodraeth Cymru  
Welsh Government

# Great leadership through learning

# Who we are



Paul Schanzer  
Academi Wales Interim Director

Academi Wales is the centre for excellence in leadership and management for public services in Wales. Established in September 2012, Academi Wales is part of the portfolio of the Minister for Housing and Local Government.

Following the success of our last campaign, Leading by Choice, we have introduced our new campaign for 2019 – 2021 – One Welsh Public Service. As One Welsh Public Service, we have a shared purpose and shared drivers to achieve a better and lasting quality of life for



us all. Living these values means being autonomous yet accountable, being both brave and bold and creating a culture that is open and transparent where people achieve their potential.

We seek to build a future for Wales where leadership of our public services is visionary, collaborative, cutting edge and successful in driving improvement in the lives of people living in Wales. We approach our work from a number of learning philosophies including the ideas that we must 'lead to learn' and never stop learning to do our jobs, regardless of age or seniority.

We believe that leaders who make the time to adopt a positive approach to their own learning are happier, live their values, understand their personal purpose and achieve greater personal and professional success.



Delegates at Summer School

## Who we work with

We continuously challenge ourselves to strive for higher delivery standards, put values into action, improve behaviours, have greater impact, increase effectiveness and meaningfully collaborate.



Delegates at Winter School

”

Thought provoking, inspirational and motivation analysis that equips you to strive towards a real change. After Winter School there is no excuse, the only barrier left will be yourself.

”

Delegate at Winter School



Delegates at Summer School

Our programmes and workshops are tailored to current and aspiring leaders and managers at three levels:

- those currently in level one and two leadership positions – political, non-executive and executive levels
- future leadership talent – new leaders reflecting and promoting diversity and equality at all levels



Delegates at Summer School



Delegates at the All Wales Public Service Leaders' Summit

# What we offer

”

Summer School has literally been life changing for me, in terms of my personal approach to my career, but also in my personal life. It's a fantastic opportunity and I highly recommend this to anyone who wants to be the best they can be.

”

Delegate at  
Summer School

## Courses and events

- Conferences and schools such as Winter School and Summer School - residential learning experiences held away from the home and office environment at some of Wales' most picturesque and reflective locations
- A series of leadership development programmes open to managers and leaders across all Welsh public services. These are long-term intensive programmes, designed to help you develop a wide range of leadership skills
- A series of short development courses and master classes designed as short interventions, to help you quickly develop a specific aspect of your leadership skills
- Bespoke learning support and facilitation delivered by our highly-experienced team of leadership and management development practitioners.

## Learning resources

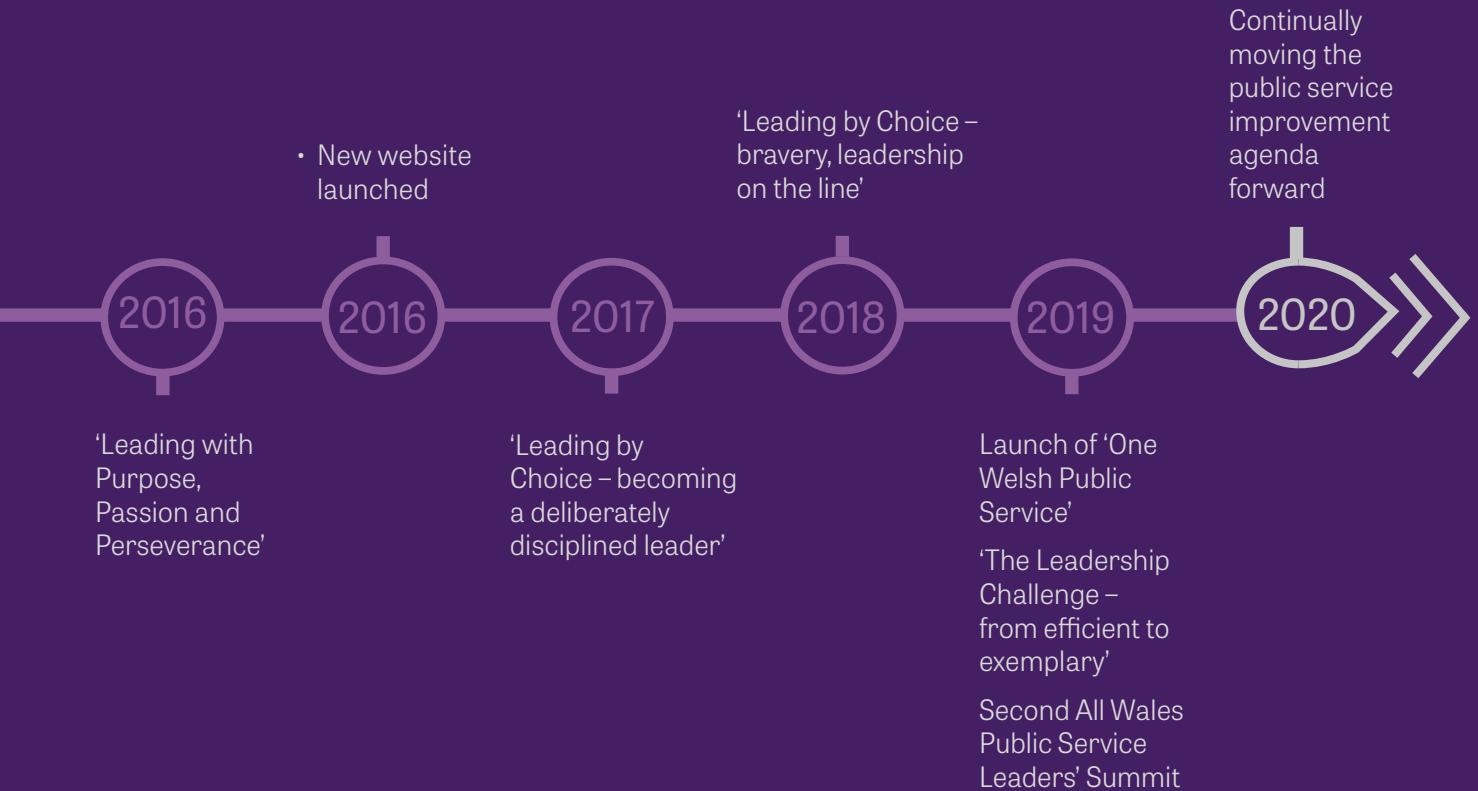
- Publications such as the 'Sowing Seeds' series
- Videos, podcasts and presentations drawn from a selection of our programmes
- Personal development assessments.

## Networks

- Wales Coaching Network
- All Wales Continuous Improvement Community
- 'Cross-sector collaboration'

# Our journey





AcademiWales



# A leadership behaviour framework for senior leaders



The framework articulates a set of behavioural expectations that, when embraced and practised on an individual and collective basis assist the organisation achieve its goals.

The framework has assisted personal reflection, particularly in support of individual development discussions, has steered our leadership development and succession planning processes and will assist us in the recruitment and selection of the best people for management and leadership roles.



Welsh Local Government Organisation

## Leading in the Welsh Public Service



## Leading in the Welsh public service

We are at the beginning of a fundamental shift toward more empowered citizens and communities and a more enabling state. At no time has effective leadership been more important.

Leading in the Welsh Public Service describes leadership behaviours that will enable our people and therefore our public service and third sector organisations and communities to flourish.

The framework is underpinned by academic research into current thinking on leadership for the future and has been shaped by feedback from a range of public service and third sector colleagues across Wales.

The two core behaviours – **Learning and Self-Awareness and Drive and Resilience** underpin the other behaviours and enable a leader to sustain a high level of healthy performance over time.

Colleagues in the public service can use the framework to reflect upon their leadership practice within and beyond their own organisations.

# What we do

We aim to change and improve the skills, knowledge and behaviours of people working within the public and third sectors in Wales. To achieve our aim we design, commission and deliver a wide range of leadership and management development.

## Governance and Board Development

- We develop interventions and resources to assist boards in recognising the importance of good governance
- We support the development of political leaders, executives, non-executives and independent members of boards.

## Leadership and Development team

- We design and deliver leadership, and organisational development opportunities in support of One Welsh Public Service including both short and modular programmes, workshops and master classes
- We align our work to the public service delivery and workforce agendas
- We work with professional leadership groups, universities, think tanks and communities.

## Talent and Succession

- We provide unique opportunities for leaders to review and refresh their skills
- We support the development of talent management activities across public services in Wales.

## Continuous Improvement and Change

- We build 'continuous improvement' (CI) capacity by raising awareness and developing skills
- We enhance CI capability by supporting networks and providing the space to improve and grow.

## Reputation and Engagement

- We ensure our products and services are well-run, cost effective and in line with Welsh Government standards and requirements
- We manage client and stakeholder engagement, procurement, financial processing and budget monitoring.



A fantastic organisation that offers a range of opportunities for those who are keen to develop themselves both personally and professionally. Approachable, well informed staff.



Academi Wales  
delegate

# Public service values

## The beliefs we hold

”

A superb learning experience with great people, pressing the pause button on the day job having time to think was of huge personal benefit.

”

Delegate at Winter School

We have worked with others from across the public service to develop a set of public service values and leadership behaviours to guide how we work, change culture and shape the way we all behave.

### Working for the Long Term:

To safeguard the ability of future generations to meet their own needs, requires real long-term integration and collaboration addressing the well-being of people and communities, economic prosperity and the health of the natural environment.



### Always Growing and Improving:

We will be at our best for citizens and each other by choosing positive attitudes and behaviours, embracing learning and development and sharing ideas on ways to improve and deliver public services.



### Working Together:

Where everyone involved in the delivery of public services, values others contributions, shares common principles and collaborates for the benefit of the people of Wales, within and across organisational boundaries and sectors.



### Treating Everyone with Respect:

Recognising, valuing and respecting the diversity of the people of Wales is central to seeing people as individuals and doing the right thing, at the right time and in the right place for citizens and each other.



### Putting Citizens First:

Our organisations need to be focussed on the needs of the people of Wales. This requires us to genuinely involve people in decision making which impacts them and their communities.



# Academi Wales offers...

## Schools and Conferences

Access to some of the world's most high profile speakers, thought leaders and leadership theorists



## Continuous Improvement and Change

Programmes, products and networks for leaders at all levels



## Research and Development

Published articles showcasing the latest thinking in leadership management and development



## Personal Development and Growth

Learning opportunities that provide life changing experiences



## Public Service Leadership

Supporting senior leaders with world class development activities



## Digital learning

A variety of digital learning resources and experiences



Get in  
touch



AcademiWales@gov.wales



Website: [www.gov.wales/academiwales](http://www.gov.wales/academiwales)



Twitter: @AcademiWales #OneWelshPublicService



03000 256687



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