



GOVERNANCE TRAINING AND DEVELOPMENT PROVISION 2021-22

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Governance Training and Development Provision Overview

Event Stream	Event Details (Dates may be subject to change)
Chairs' Development Network (No cost)	11/11 – Role Of The Chair As Mentor & Coach (Of The CEO) 27/1 – A Question Of Balance – Support & Challenge 10/3 – TBC
Governance Professionals' Development Network (No cost)	23/9 – Position & Own The Value Of Your Governance Role 25/11 – Communicate With Impact & Influence, Naturally 20/01 – Collaboration, Commerciality, Communication & You
Group Events (GP/Chair/CEO) (No cost)	1/7 – Board Evaluations 21/10 – Boards' Contribution To Organisational Success 24/2 – Governance Frameworks And Matrix
Chairs' Leadership Programme Modules	31/10 - 02/11 – Module Confirmed Alumni Event (Spring Term)
Governance Professionals' Programme Strands	5/10, 12/10, 19/10 & 2/11 – Induction 13/10, 24/11, 19/01, 09/02 (TBC) - Expert 07/11-09/11 – Leadership
Mentoring/Coaching (Chairs/GP) (No cost)	Ongoing
Regional Events (No cost)	Conferences: Autumn - Spring Term Governor Inductions: Autumn Term Student Inductions: Autumn Term Staff Governor Conference: Autumn Term
Governors (£200 per college)	Governor Development Programme Modules

Foreword from the Education and Training Foundation

At the Education and Training Foundation, we are passionate about providing excellent learning and development opportunities to enable all those operating in the governance space to become highly skilled and confident, enabling them to strengthen governance and subsequently improve the organisational performance of their institutions in the Further Education and Skills sector.

As the sector's workforce development body, the ETF is there to support you in your journey to excellence in whatever governance position you hold or aspire to hold. Understanding the hallmarks of effective governance, including what skills, experience, knowledge, behaviours, and personal qualities are required for effective governance, are crucial for success in your role and for your organisation.

These programmes and development events are heavily subsidised by the Department for Education, providing cost-effective access to first-class development.

Expectations of Boards, already high, are increasing, and scrutiny too is growing. At the same time colleges face greater complexity.

The activities in this provision develop the skills, knowledge, and behaviours required by those in the governance space to meet these challenges.

I strongly encourage you to take advantage of the opportunities presented by the programmes of development, events, and networking opportunities highlighted in this brochure. They will enhance your confidence and the required efficacy to successfully inhabit your role. This ultimately strengthens governance, builds organisational resilience, and builds your own personal development. We look forward to hearing of your successes and seeing you on our programmes in the near future.



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Purpose and aims of the provision

With grant funding from the Department for Education, we aim to deliver executive education, technical training, networking opportunities, and mentoring and coaching, for the purpose of enabling governors, including office holders such as Chairs, together with Governance Professionals, to execute their duties with diligence and confidence.

This will enable them to further enhance the value they add to the Board and wider organisation, thereby helping set the conditions for long-term institutional resilience and the delivery of the organisation's charitable objectives.

Our vision for the governance training and development provision for 2021-22, is to strengthen the capability of all governance roles, in order that they can contribute to long-term institutional success (success being institutions with a stable and sustainable financial position; good teaching and learning that, with local/regional collaboration, support student achievement and progression into suitable employment or higher education; can positively contribute to local and regional economic development; and have a positive and inclusive workplace culture).

Who is this provision for?

This training and development provision is for all those operating in the governance space, including but not limited to:

- Chairs
- Governance Professionals/Clerks
- Vice-Chairs
- Committee Chairs
- Governors
- CEO/Principal
- Executive leadership team



Programme and event descriptors

Chairs Leadership Programme

We have designed the Further Education Chairs' Leadership Programme to support Chairs in being able to:

- take time out to reflect on their role as governance leaders
- identify ways in which they can further enhance the value they add to the Board and their wider organisation

The programme is subsidised by the Department for Education (DfE), this is an indication of how much government values the role of the Chair and strong governance leadership in:

- establishing and agreeing on the purpose of the college
- directly influencing those who serve on the board
- helping to set the conditions for long-term institutional resilience and success

Chairs Development Network

These events are a series of online networking and development events for FE College Chairs to generate the sharing of innovative and creative thinking in order to assist Chairs in their roles during these challenging and unprecedented times. This year we are offering double the number of events, of which half will be dedicated to relevant policy and sector topics that are equally of interest to Chairs, CEO/Principals, and Governance Professionals, and will therefore be open to all the above. The remaining 50% of events will continue for Chairs' participation only.

Chair only events: The role of the Chair as mentor and coach; A question of balance – support and challenge; TBC

Joint events: Board evaluations; The Boards' contribution to organisational success; TBC

Coaching & mentoring for Chairs

Coaching is provided within the Leadership programme. Separate mentoring is available for any Chair, regardless of whether they have attended a programme or not. It is anticipated that this support will lead to increased confidence and efficacy of individuals.

Governance Professional Network Events

These events are a series of online workshops designed to address the softer skills required by a Governance Professional to exercise authority and accountability for the governance function, and to be the trusted adviser of all in the boardroom.

Initially there is a series of 3 workshops:

This programme is formed of 3 strands –

- Position & Own the Value of Your Governance Role
- Communicate With Impact & Influence, naturally
- Collaboration, Commerciality, Communication & You

Governance Professionals Development Programme

Induction, Expert, and Leadership. The modular induction programme aims to induct and mentor those who are new to clerking / governance (and possibly the FE sector). The induction enables governance professionals to understand what their role is, what is expected of them and how this role should develop over a period of time.

The expert programme is a module programme, designed for more experienced governance professionals who have been in role for 18 months or more to focus on the technical aspects of their role. This programme can act as a refresher for both existing governance professionals and those new to the sector.

The 2.5 day leadership programme has been designed as the higher-level development programme for Governance Professionals, where they will gain a heightened understanding of FE Governance and an improved ability to act as trusted advisor for their Boards, focusing on self-management and leadership.

Coaching & mentoring for Governance Professionals

Mentoring is provided within the Induction programme by experienced Governance Professionals. Separate coaching is available for any Governance Professional, regardless of whether they have attended a programme or not. It is anticipated that this support will lead to increased confidence and efficacy of individuals.



ETF Governance Support

The Education and Training Foundation offers a wide range of support for those in governance.

In addition to the programmes and events listed above, further training and development is available.



Governance Development Programme

The **GDP** provides a structured yet flexible approach to learning and development for all board members as well as governance professionals/clerks. The programme can either be used as individuals begin their roles or for experienced members of governing bodies and governance professionals to develop to become more specialised in order to add substantial value to the organisations and benefit the students that they serve.

The GDP includes online courses, podcasts, self-directed study resources, face-to-face sessions, shadowing and coaching modules.

Staff Governor Conference

This conference aims to:

- Improve staff governors' confidence
- Provide opportunities for networking
- Assist understanding of how bringing a staff perspective can positively influence boardroom discussions and shape decisions

Regional Governor Inductions and Conferences

The regional governors inductions aim to help support new college governors gain a better understanding of their role and the Further Education sector. These events are delivered by the Association of Colleges and are free to attend.

The Regional Governors conferences will take place online and will consist of one conference per regional area. Each conference will be a maximum of two and half hours and will feature key topics with both a national and local focus.

Student Governor Inductions

The student governor inductions aim to assist new student governors to be ready for their board meetings – improving their confidence and understanding of the role, to allow them to make meaningful contributions to the decision-making processes within the Boardroom.



Costs and Booking

The cost of each programme and event is detailed on the ETF booking site, and bookings can take place from **1st September 2021**.

Many of the events, workshops, and coaching provision are free of charge and will be booked on a first come first served basis.



How to book

You can book the programmes via the ETF website

To book on to a programme, follow the booking link to the ETF booking site.

You can book the network events via the ETF Booking System

Current opportunities to enrol on the programmes will be listed there.

Should there be no open opportunities currently, you can register your interest, in order to be informed when future dates are published.

THE EDUCATION AND TRAINING FOUNDATION

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Department
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