

Prisons, Probation, Ministry of Justice, Police, private, public and third sector, and local agencies share a common goal to reduce offending.

This new national leadership programme offers you a rare chance to work with this wider team and develop yourself.

TORCh

The Team Offending Reduction Challenge 2012

The need for effective leadership in the agencies and organisations involved in reducing offending and tackling crime has never be greater.

As part of wider Offender Reduction team, you will be wondering:

- ◆ *Who are my competitors and allies in reducing offending...my partners in crime reduction?*
- ◆ *What difference will private prisons, new probation trusts, payment by results (etc) make?*
- ◆ *How are we viewed by the public... after the riots, during a recession, with global changes affecting local people?*
- ◆ *What about sentencing, community new payback schemes, effective rehabilitation, high occupancy 'the norm', growth in mental illness issues, challenges from diverse offender communities?*
- ◆ *Do I still feel valued... and that my leadership is worthwhile?*
- ◆ *What do my colleagues need to help stay on track - with jobs feeling insecure, practices constrained, expectations increasing, policies changing?*
- ◆ *Can we deliver all this change, and will the costs be worth it?*

TORCh: who is it for?

TORCh is a unique bespoke programme for senior managers and all aspiring directors across offending reduction services in the UK.

- ◆ **Prison Governor grades and senior managers**
A chance to learn from the wider system, and to step outside service-only or generic civil service training
- ◆ **Senior Probation managers**
An opportunity to consider the move to new larger Trusts, new services, new competition and partnering
- ◆ **MOJ policy and commissioning colleagues**
Connecting your PSG development and departmental role to the wider system
- ◆ **YOT managers**
Ensuring seamless working with colleagues focusing on young adults
- ◆ **Heads of Community Safety in local authorities and police Chief Inspectors and Superintendents**
Making the transition to PCCs and new funding arrangements
- ◆ **Private sector and third sector providers**
Finding common cause with colleagues, sharing innovations, expertise and insights

The design worked incredibly well and you really brought people together across the services

Lynn Williams, Project Lead, NOMS Leadership Development 2011

Why TORCh 2012?

Last year LMD Learning Solutions ran a highly successful leadership programme for senior managers from the National Offender Management Service. For a number of reasons (including budgets and the introduction of Civil Service Learning) this programme is not being commissioned again.

To avoid a break in provision and make sure you get a similar opportunity to develop your senior leadership knowhow, apply new skills and fresh compelling ideas for your organisation, we are offering you this TORCh.

You will work on your current challenges and on your own development agenda, discover shared and diverse practices and issues, and acquire new skills, insight and support to take forward in your leadership role.

Your organisation will gain from the wider perspectives, new networks, sector-relevant ideas and applied projects and initiatives from investing in developing your leadership capability.





TORCh

The Team Offending Reduction Challenge

A new national leadership development programme for 2012

When

TORCh runs from May to November 2012, and consists of:

- ◆ Initial one day leadership community conference
- ◆ Three one day events including workshops, master-classes and peer learning sets
- ◆ Final one day consolidation and forward action conference
- ◆ Two one hour telephone coaching sessions for each individual during the programme

Where

Central England

Cost

£1400 + VAT per person.

10% discount for two or more participants from one organisation or local partnership applying at the same time (ie £1260pp + VAT).

Cost includes lunch, refreshments on each day and all materials.

Booking

For programme queries contact Jon Harvey

jon.harvey@LMD.co.uk

To book, email Kristi Fletcher

kristi.fletcher@LMD.co.uk

All bookings must be received by 31 March 2012

Local programmes

This programme can be customised for regional/partner organisations wishing to jointly commission development for their own aspiring senior leaders. If you are interested to discuss local arrangements please contact Jon Harvey on jon.harvey@lmd.co.uk

The benefits

By the end of the programme, you (and your organisation through you) will have

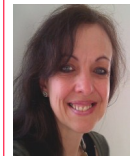
- ◆ Tackled cost pressures - *exploring smart alternatives, applying new ideas*
- ◆ Addressed competition and the transformation of services - *preparing for change*
- ◆ Refreshed your ability to handle the diverse and high expectations from the public and politicians - *practicing being influential, using political skills, and working through others*
- ◆ Examined the changing policy and law - *testing understanding with peers*
- ◆ Explored rapid and discontinuous change in technology and approach - *improving your leadership of change*
- ◆ Found creative ways to reduce offending - *being in the loop, connecting with others to make things happen*
- ◆ Engaged with the high profile debates around reducing offending behaviour and creating sustainable safe communities - *maintaining and enhancing your vision and goals, and reinvigorating your morale and motivation*
- ◆ Achieved a greater understanding of your own and others' styles and how these fit with the tasks at hand - *improving the effectiveness of how you work*
- ◆ Improved your confidence and presence - *gaining insight into what keeps you inspired as a leader*

The programme will be delivered by our very experienced senior facilitation team, who ran the predecessor programme for MOJ in 2011.



Jon Harvey has been designing and delivering leadership development to the justice and community safety

agencies since the early 90's. He has trained, coached, challenged and facilitated senior police officers, prison governors, probation managers, YOT managers and many others to think differently about their leadership and take shrewd risks to provide more effective, efficient and flexible services.



Anne Bennett has been facilitating workshops with senior leaders delivering complex social and public results for 25

years - including coaching and leadership programmes for NOMS, police services, prison governors and probation officers, YOTs, local authority directors and government policy makers and commissioners. She can draw on a wealth of experience and know-how, as well as using creative methods for helping you to develop and apply your learning.



Marylou Lousvet worked closely with the police in the 1980s and designed and delivered a senior management

programme for the probation service for several years in the late 1990s. She has worked with the probation service, CAF/CASS throughout the last ten years delivering management training, coaching and action centred leadership facilitation. She has worked with senior managers and has extensive experience of change in both the public and private sectors.