

Corporate Leadership Development

What our client wanted

The Cabinet Office division responsible for senior staff development recognised that newly appointed senior civil servants were not displaying the leadership behaviours required to deliver the changes ahead. The division wanted to increase the numbers attending the Introduction to Corporate Leadership Programme.

What Frontline did

Frontline was commissioned to develop a two-day case study as part of the five-day programme to allow participants to practice the learning covered during the initial part of the programme. Our simulation approach allowed participants to practice their leadership skills, challenging them to discover more about their leadership style and how it impacts on others, and enrolling people into supporting them in their task. Participants were introduced to tools to assist them to develop strategy, manage projects, handle risk and lead more effectively. Frontline's role was to create a learning platform for participants to demonstrate their leadership behaviours, learn from others and experiment in a safe environment.

We directed actors to simulate case study material and interactive role play with participants. Participants were encouraged to learn from their peers and to share knowledge and skills with others, thereby developing the coaching aspect of leadership.

What difference we made

Frontline has now been involved with over 400 senior civil servants who are making change happen in their area of responsibility. The Cabinet Office's evaluation of the programme indicates a greater understanding and commitment for making change happen for the 400 senior civil servants who have participated.