

Stepping into Management Programme

Getting the basics right

The platform for modern
public sector leadership



Why this programme and why now?

Local government is under sustained pressure. Financial constraint, rising complexity, workforce challenge, public scrutiny not to mention reform and reorganisation.

In this environment, good intentions are not enough. The quality of day-to-day management and leadership directly shapes performance, culture and outcomes.

Stepping into management is one of the most pivotal transitions in a public sector career. The move from “doing the work” to “leading through others” required a different skillset, a different mindset and a greater level of professional maturity. The move from being a strong technical contributor to leading others can be both exciting and exposing. Yet many managers are expected to make that shift without structured preparation.

This programme addressed that gap.

It focuses on the fundamentals that underpin credible leadership: clarity, accountability, communication, performance standards and emotional intelligence. These are not optional extras; they are the bedrock of effective public service leadership.

WHO IS IT FOR?

Designed for newly appointed or aspiring leaders across councils and public bodies, Stepping into Management establishes a consistent and professional foundation of management practice.

It is particularly valuable for organisations navigating service redesign, cultural reset or structural change where strong, consistent first-line management is essential.

WHAT PARTICIPANTS WILL DEVELOP

Across eight interactive modules, participants build the confidence and capability to:



Make the shift from colleague to manager with authority and authenticity



Adapt leadership style to individuals and situations



Prioritise under pressure and manage competing demands



Maintain personal resilience and professional composure



Hold effective performance and accountability conversations



Delegate with clarity and maintain standards



Motivate teams realistically within constrained resources

Learning is grounded in real public sector scenarios, ensuring immediate relevance and transfer back in to the workplace.



PROGRAMME STRUCTURE

Stepping into Management consists of six two-hour modules over two to four months, allowing space for application between sessions. There are two structured Action Learning Sets to consolidate learning, encourage reflection and strengthen peer networks.

Cohorts are capped at 12 participants to ensure depth of discussion and practical engagement.

CPD ACCREDITATION

The West Midlands Employers Stepping into Management programme is CPD accredited and awards participants **10 CPD points**.

This formal recognition reinforces the programme's professional credibility and supports participants in evidencing their ongoing development and commitment to high standards of public sector leadership.

THE IMPACT



For individuals,

the result is greater clarity, confidence and professional credibility. Participants leave with a clear understanding of what good management looks like and the tools to deliver it consistently.



For organisations,

the impact is tangible: stronger management standards, clearer performance expectations, improved conversations and healthier team cultures.

When the basics are consistently strong, organisational performance follows.