

**Focus on:** GM wide System Leadership Development Programme – **30 sessions** delivered over **15 months** to **207 people** from over **80 organisations** connected to the GM Moving network.



*“It’s an absolute joy and a breath of fresh air to attend these sessions. It feels totally different from anything else happening in GM.”*

*“Lots of honest conversations, lots of respect in the room, a genuine wish for a reset, and a sense of renewed energy (including my own if I’m honest) at the end.”*

*“I can now see that senior colleagues such as myself are abiding by particular operating models which aren’t fit to address complex issues. I’m going to work with the new people that I have met and try to address this.”*

*“I understand my situation better and this has helped me understand why it is the way it is. I would have given up, but I was able to talk it through and see it from a different perspective. I used different techniques around coaching and empathy mapping, and we did a great bit of work together.”*

*“I was always really angry with this person, but now I understand that they just have a different worldview and external pressures than me. It’s enabled me to make peace with it, and has transformed the way that I’m able to work in my team and do my job.”*

**The Local Pilot has:**

- Invested in capacity – a role to lead and design the programme with a substantial delivery budget to procure a collaborative consortium of providers.
- Created a common purpose around people and leadership in the GM Moving workforce i.e. system leadership and values.

**What’s different because of the influence of the Local Pilot?**

- a. A focused support and training package related to the development of system leaders from all levels of seniority across the GM Moving network.
- b. Delivered by a collaboration of organisations with expertise in this area who have emerged themselves in the work alongside us.
- c. A flexible and varied offering that has supported the network, but also specifically individuals working in that network.
- d. The procurement process to encourage consortiums, flexibility in approach, and an integrated role in the Local Pilot.
- e. A local voluntary sector led consortium trusted to lead the work with freedom and flexibility without pre-determined outcomes.

**What’s significant in this example?**

- The role of the voluntary sector to deliver this, and the ever-strengthening relationship between GM Moving and the voluntary sector.
- The flexible approach to both the procurement and delivery of the programme based on the needs of those taking part.
- The value that those involved relay to others, and the impact this has had on the way they approach their role in the Local Pilot.
- The creation of a sustainable peer support network across Greater Manchester that has grown organically through the delivery of the programme, and will exist into the future to create ongoing change.