

Greater Manchester  
Moving > ^ < v

# Priority plan: People, leadership and workforce



# People, leadership and workforce

## Our shared ambition

Develop people and leadership, realising the power and potential of a system-wide movement of people that is reflective of the population, to inspire, engage and support people to live more active lives.

## Our contribution

We will lead, support and connect people and ideas across organisations, sectors and communities so we can work collaboratively around the shared purpose of changing lives through activity, sport and movement

# People, leadership and workforce

## Our activities

### Leading

- Design and deliver leadership development initiatives to explore the skills and capabilities needed to work and lead across sectors and within communities to enable active lives for all
- Collaborate to bring together organisations trying to make volunteering in sport and physical activity more supported, inclusive and representative of GM communities, with a focus on race, disability, CYP and cost of living impacts
- Facilitate learning and networking opportunities to bring together groups that are working to reduce and tackle inequalities to continue to develop their skills, confidence, access to resources and decision making
- Develop a number of approaches to ensure that inequalities are understood, and that we create a shared understanding of what is needed to tackle those inequalities by developing the skills and capabilities of the workforce using active lives data to identify priorities, with a focus on intersectionality



# People, leadership and workforce

## Our activities

### Supporting

- Strengthen our relationship with system organisations such as GM Active, GMYA and 10GM to help develop the knowledge and capabilities of their specific workforces to engage and support their communities in movement and physical activity
- Explore opportunities to support the workforce in the more traditional sport space (clubs, national governing bodies, coaches) to understand the needs and maximise opportunities to contribute towards GM Moving in Action
- Participate in existing GM leadership and workforce development initiatives and conversations to share learning and influence wider practice within the GM ecosystem (Fairer Health for All, CIMPSA Local Skills Accountability Board, VCSE Workforce Oversight Group, Systems Shifting Leadership)



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## Our activities

### Connecting

- Build relationships and identify opportunities where partners and organisations can support each other and their communities to build movement back into daily life in their place
- Identify opportunities to work nationally and regionally with Sport England, Active Partnership and Place Partnership colleagues to share and grow the learning around people and leadership to support the delivery of Uniting the Movement and GM Moving in Action
- Work with other catalysts and across priority plans at GM Moving to share stories and learning to contribute towards our shared ambitions



# People, leadership and workforce

What's the change we will see?

Progress against the 5 enablers of Change:

- Involving local people and growing assets
- Learning and Adapting
- Effective work across and between sectors
- Strategic Leadership enabling collective leadership
- Transforming governance and processes

How will we know?

Progress will be captured through:

1. Monthly reflection logs and quarterly sense making by enabler
2. Bi-yearly updates to priority plan tracker of enabler maturity with evidence
3. GM Stakeholder Survey perceptions of enabler maturity across the system
4. Deep dive research for emerging priority themes via observations, interviews or commissioned evaluation

