

Greater Manchester Moving > ^ < v

Expressions of Interest

Supporting the development of our current and future leaders at Greater Manchester Moving

Date: 2nd June 2025

GM Moving in Action:

GM Moving is a leading Greater Manchester charity. Across our city region, we play a strategic leadership role in support of [GM Moving in Action](#), Greater Manchester's whole-system strategy for physical activity. Nationally, we are one of [42 active partnerships](#). Together, we work to create the conditions for an active nation. We work closely with Sport England to support the local implementation of the [Uniting the Movement Strategy](#).

Our purpose: GM Moving exists to change lives through movement, physical activity and sport.

Our vision: Thriving communities that are happier, healthier and more active.

Our mission: We lead, support and connect a Greater Manchester system* that creates the conditions to enable Active Lives for All.

Brief

At GM Moving, we believe that strong, compassionate leadership is key to realising our shared vision. We see immense potential within our team and are committed to nurturing leadership at every level of the organisation. By creating meaningful opportunities for growth and development, we create the conditions for our people-managers and leaders to thrive. In turn, this strengthens our collective ability to support individuals and communities across Greater Manchester to live more active, healthier lives.

We believe our people are our greatest asset. We invest in our workforce, so they are all happy, healthy, productive, high-achieving, motivated, and enabled to reach their full potential.

We work hard to create a culture where everyone feels valued, heard, and is treated with care and respect. We recognise how important equality, equity, diversity, and inclusion are. These principles help us broaden our perspectives, think differently, spark creativity, make better decisions, and improve our work.

We are committed to nurturing talent at all levels of the organisation, by offering opportunities for growth through taking on additional responsibilities, gaining exposure to external systems, participating in decision-making, shadowing, mentoring or benefitting from a comprehensive learning and development programme.

We are seeking proposals from innovative training, development, and leadership providers for the design and delivery of a high-quality line management support and development programme with the potential for ongoing collaboration. This opportunity is for a collaborative partnership with a provider capable of delivering engaging, practical, and results-focused activities that equip current and aspiring line managers with the skills, confidence, and tools to lead effectively. Providers with a strong track record in developing values-driven leadership and management are particularly encouraged to apply.

Intended outcomes

- Increased confidence and competence in key line management responsibilities, e.g. performance management, communication, giving and receiving feedback, wellbeing, conflict resolution
- Stronger alignment between individual leadership and management styles and GM Moving's [values and behaviours](#)
- Improved team engagement, wellbeing and performance, including improved feedback on the quality of support and challenge from line managers
- A consistent and values-led approach to people management across the organisation

Role of GM Moving:

We are looking to establish a long-term, collaborative partnership with a training, development, and leadership provider to support our ongoing development in leadership and people management.

Together, we will design, deliver, and embed a training and support programme that can be delivered and adapted, with potential for continuous improvement based on feedback and the evolving needs of the people and organisation.

Key elements of this collaboration will include:

1. **Team engagement:** Clearly communicating the purpose and benefits of the training to ensure alignment with organisational goals
2. **Collaborative approach:** Integrating our working culture with the provider's expertise to create a tailored, effective programme
3. **Continuous feedback:** Regular reviews and transparent feedback to refine the training and ensure its ongoing impact

The appointed provider will:

- Demonstrate expertise in leadership and management development, with experience of delivering training to values-driven organisations
- Work collaboratively with GM Moving to tailor activities to our culture, structure and needs (see training ideas in the appendix – page 6)
- Develop re-usable resources and provide follow-up support to embed learning into everyday practice, enabling GM Moving to effectively onboard and support the development of future and aspiring line managers
- Deliver inclusive, engaging and practical learning experiences, suitable for both new and experienced line managers
- Offer flexible delivery options (e.g. in-person, virtual, modular)

The appointed provider will not:

- Rely on off-the-shelf or generic content without adaptation to our context
- Take a rigid or one-size-fits-all approach to delivery
- Focus solely on transactional or procedural aspects of line management without addressing values, culture and people-first leadership
- Be limited to a one-off intervention without consideration for ongoing learning and development

Budget and timescale

- The budget for this work is £10,000 (including VAT)
- We would like to commence this training from September 2025.

Activity	Timeline
Brief issued	2 nd June 2025
Closing date for submissions	20 th June 2025
Shortlisting	w/c 23 rd June 2025
Interviews	w/c 30 th June 2025
Appointment made	w/c 7 th July 2025
Programme design and collaboration	July 2025
Programme launch	September 2025

Next Steps

If you are interested in collaborating with GM Moving, please submit a proposal (maximum of 3 pages) including the following:

- An introduction to your organisation, outlining your background and expertise
- A summary of your experience and proven track record in delivering line management and leadership training
- A summary of the approach you will take in delivering the brief

Submission Evaluation

Submissions will be assessed against the details outlined in this brief. The evaluation process will proceed as follows:

1. **Review and Scoring:** Each proposal will be evaluated in accordance with the details specified in the brief
2. **Shortlisting:** A designated working group will review and shortlist potential providers

3. **Notification:** The successful provider will be notified
4. **Feedback:** Constructive feedback will be provided to all organisations that expressed an interest in working with GM Moving

Submissions:

All submissions must be emailed to lee@gmmoving.co.uk

Deadline: Friday 20th June 2025

Useful information:

Read more about our [GM Moving in Action Strategy](#), [Business Plan](#) (including a useful team structure diagram on page 21), and [People Plan](#)

Please complete our [Consultancy Support Register](#) if you are interested in working with us, but don't feel like this is the right opportunity.

Further enquiries:

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Strategic Lead – Business Operations
[GM Moving](#)
lee@gmmoving.co.uk

Appendix

Possible Line Manager Training Topics

Note: We are also interested in ideas and suggestions from providers. The list below are suggestions following research and engagement with the team.

- Responsibilities and challenges of leadership/people management
- Self-assess existing skills and weaknesses
- Emotional intelligence
- Interpersonal skills
- Different management styles
- Motivation
- Team/individual welfare/wellbeing
- Psychological safety
- Resilience
- Different ways to communicate
- Employee 'types' (Each member of the team has a Colour Works profile)
- Different goal setting models
- Challenging conversations
- Conflict resolution
- Feedback structure (including upwards). 'Radical Candour'
- Delegation
- Stretch (not overload)
- Coaching and Mentoring