

CASE STUDY

Leadership strategic planning with The Staff College

In December 2021, The Staff College embarked upon developing a five-year strategy and approached x3 Associates to assist in this important initiative.

Established in 1999, The College is a thought leader and provider of leadership and management capability development and support for public sector authorities specialising in services for children, including The Department of Education, local authorities and children's trusts, throughout the UK.

The Staff College has been centrally involved in the design, development and delivery of a number of UK national initiatives, including:

- design and delivery of the Aspirant DCS Programme
- design and delivery of the Black and Asian Leadership Initiative
- National Leadership Qualities Framework for Directors of Children's Services
- design and delivery of the upon Aspirant and New Director programmes.

x3 Associates worked with the chief executive, board members, senior leadership team and key stakeholders to deeply understand their needs and to co-design our approach which included:

- one-to-ones with each of the key stakeholders
- organisational baseline workshop (technical and cultural baselines) to identify key themes ahead of the strategic planning session
- 2-day strategy leadership away day (residential)
- output report with a 5-year plan (on a single page).

The feedback and evaluation of the sessions and activities were excellent (scored 4.5/5.0), and having an external organisation facilitate these sessions enabled the organisation to have the right conversations and map out a vision, mission, strategy and set of values for the organisation.

Since then, the organisation has put in place the ideas that were generated during these sessions as a continuation of a journey of placing the child at the heart of everything they advocate and support



'thank you to x3 for the way you shaped, guided, challenged and nurtured us through this'
- The Staff College

The outcomes of the 2-day residential workshop included:

- setting the vision, mission and values
- 5-year roadmap with strategic ownership
- clear next steps to cascade and engage further

The 5-year plan outlines the organisation's ambition to positively impact on the lives of children using its unique position in the sector to create, collaborate, connect and develop inspiring leaders and to be the go to provider in the sector.

'The environment enabled people to speak honestly.'
- The Staff College