

**REPORT OF SERVICE DIRECTOR - CUSTOMERS, GOVERNANCE AND EMPLOYEES****TO APPROVE THE ARRANGEMENTS FOR THE DEPUTY CHIEF EXECUTIVE TO UNDERTAKE LEARNING & DEVELOPMENT OVERSEAS IN WORKTIME****Purpose of the Report**

1. To seek consent for the Deputy Chief Executive/Corporate Director Place to undertake learning and development during work time overseas at their own expense.

**Information**

2. Every year, around 20 Leaders and Chief Executives from different sectors, sponsored by the Leadership Centre, are invited to form a leadership cohort and work on complex public policy challenges. In July 2021, Nottinghamshire County Council Deputy Chief Executive/Corporate Director Place received an invitation to take part in the 2021/2022 cohort.
3. Other participants in this year's cohort include Leaders and Cabinet Members of a County Council and a London Borough, Chief Executives of County Councils, Chief Executives from the NHS, a Chief Constable and a Chief Fire Officer as well as senior Directors from a number of Central Government Departments including Dept Levelling Up, Housing & Communities, the Dept Health & Social Care, and the Dept for Education.
4. The programme is focused on adaptive leadership that crosses organisational boundaries. The Covid-19 crisis has demonstrated that we live in an increasingly complex and interconnected world requiring cross-boundary systems leadership. The aim of the programme is to provide current active leaders the opportunity to explore what a model for progress may look like and provide more effective leadership in their own organisations.
5. The event is brokered by the Leadership Centre with the Birmingham Leadership Institution (University of Birmingham). The Leadership Centre has a wealth of experience of designing and implementing bespoke place leadership projects as well as national programmes for leadership development.
6. Over the last 8 months the Deputy Chief Executive/Corporate Director Place has taken part in a number of development blocks. These have been a combination of virtual and physically attendance events, either odd days or blocks of days including weekends & evenings.
7. The next training block is to be held over a week during May and this is to be held in Boston, Massachusetts. The purpose is to discover cutting-edge insights, leadership development and

learning with peers from around the world. The event is delivered via senior coaches from Harvard Kennedy School and The Massachusetts Institute of Technology (MIT).

8. The Deputy Chief Executive/Corporate Director Place will personally meet all costs associated with this trip including course fees, travel, accommodation and expenses. Approval is sought to allow the Deputy Chief Executive/Corporate Director Place to be released during work time to attend the programme.

### **Other Options Considered**

9. No other options considered.

### **Reason for Recommendation**

10. The County Council's Travel and Accommodation Policy states that officers travelling outside of the UK must seek Committee approval.

### **Statutory and Policy Implications**

11. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### **Financial Implications**

12. The financial implications are detailed in paragraph 8 of this report.

## **RECOMMENDATION**

It is recommended that Members:

- 1) Approve the arrangements for the Deputy Chief Executive to attend the leadership programme overseas and at their own expense.

**Marjorie Toward**  
**Service Director - Customers, Governance and Employees**  
**Chief Executives Department**

**For any enquiries about this report please contact: Avneet Nahal 0115 977 4429**

### **Constitutional Comments (EKH 30/03/2022)**

13. The recommendation falls within the remit of Personnel Committee under its terms of reference.

### **Financial Comments (SES 28/03/2022)**

14. The financial implications are set out in paragraph 8 of the report.

15. The Deputy Chief Executive/Corporate Director Place will personally meet all costs associated with this trip including course fees, travel, accommodation, and expenses. Approval is sought to allow the Deputy Chief Executive/Corporate Director Place to be released during work time to attend the programme.

### **HR Comments (JP 06/04/2022)**

16. Any HR implications are within the body of the report.

### **Background Papers and Published Documents**

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- None

### **Electoral Division(s) and Member(s) Affected**

- All