

Prince's Trust Team Programme Leadership and Management Development Course (LMDC)

Developing people – Developing you

Leadership at its core is about inspiring others to want to follow. Effective leaders breathe life, confidence and “can-do” into the organisation.

Prince's Trust Team Programme - Leadership and Management Development Course, provides targeted learning and coaching solutions to help you build a leadership culture at all levels and establishes your willingness to be open to change, adjusting your approach to meet changing requirements.

Hampshire Fire and Rescue Service and Hampshire Constabulary have identified that the Prince's Trust Team Programme provides potential organisational leaders and managers with a unique “real life” development course, which enables delegates to gather significant and substantial portfolio of Personal, Quality & Attributes (PQA's) and competency based evidence.

Who should apply

- Delegates who wish to gain promotion within their organisation
- Delegates who have recently been unsuccessful in the promotion process
- Delegates who wish to develop their own personal, social and educational skills and develop others

Prince's Trust Team Programme provides the following PQA and competency based evidence:

- recruit, build and lead a diverse team
- lead, involve, engage and motivate others within the team and the local community
- lead individuals and teams to achieve excellence by the establishment, maintenance, and management of performance requirements
- developing the leadership and management capabilities of yourself and your team
- communicate in clear, concise and compelling ways, to individuals and groups, both written and orally
- maintain a confident, controlled and focused attitude in challenging situations
- plan, organise and manage projects, within budget, promoting a safe and effective environment
- facilitate group discussions
- develop yourself and others confidence and resilience
- creates and implements effective team plans in line with organisational and national standards
- understand and apply relevant information to make appropriate decisions and create practical solutions



Prince's Trust Team Programme

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The Course Programme

The Princes Trust Team - Leadership and Management Development course is for eligible delegates from Hampshire Fire and Rescue Service, Hampshire Constabulary, HM prison service and HM Armed forces.

This course of a minimum 18 weeks requires the delegates to recruit, lead and work with a diverse group of up to 15 young people, who join the Prince's Trust Team Programme within the targeted area. During this time the delegates will not be available for their normal duties.

A maximum of 2 delegates will staff each Prince's Trust Team Programme that is delivered by Hampshire Fire and Rescue Service. The two roles available within each team are Team Leader and Deputy Team Leader. However, both roles are equally responsible for the successful delivery of the Team Programme.

Personal Specification

- Leadership skills and character to meet the particular demands of the role
- To provide a positive role model to the young people
- Be approachable, open and honest
- Organisational ability and self-motivation to work with little direct supervision
- Enthusiasm, stamina, and willingness to persevere despite difficulties and discouragement
- Genuine interest in supporting and developing young people
- Ability to work Monday - Friday, with elements of residential
- A full drivers licence, including the category of D1 minibus

How do I apply

An application pack will be sent following receipt of expressions of interest, which should be submitted by e-mail to:

Hampshire Fire and Rescue Service Personnel	<u>HR Team (Workforce Planning)</u>
Hampshire Constabulary Personnel	<u>LEADPRODEV@hantspol.gov.uk</u>
HMP Prison	<u>louise.judd@hantsfire.gov.uk</u>
HM Armed Forces	<u>louise.judd@hantsfire.gov.uk</u>
Other Organisations	<u>louise.judd@hantsfire.gov.uk</u>

Applicants who are successfully short listed, will be invited to attend an interview with Hampshire Fire and Rescue Service - Delivery Partners. The interview will include a 5 minute presentation, of which applicants will be given time to prepare for.

Applicants who are not successful at any stage of the process will be offered the opportunity to receive feedback at the earliest opportunity.



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Team Leader Training

All successful delegates will receive a Delivery Partner 2 Day Induction and Team Leader Training which is given centrally by the Trust and is over a period of 5 days residential. The Team Leader Training will cover topics including:

- Recruitment of a team
- Self-Assessment
- Programme planning
- Qualification delivery
- Teaching strategies
- Leadership skills
- Understanding learners needs
- Basic Skills
- Supporting individual team members
- Dealing with Drug / Alcohol issues
- Challenging Behaviour
- Health and Safety / Risk assessments
- Working with Teams

Team

The Programme is designed to help young people, aged 16 to 25, improve their skills and confidence to be better equipped for the world of employment. It is particularly suited to young people who face many barriers and lack the opportunities to reach their full potential, including the long term unemployed, ex-offenders, young people in or leaving care and educational underachievers, who are ready to move forward in their lives.

It is a programme that aims to re-engage young people, helping them to think about their future and help them move on to employment, training or further education. In many cases it changes their lives.

The 12-week programme for young people, aims to rebuild self-esteem, develop motivation and confidence through a series of challenges and projects achieved through teamwork in the community.

The programme runs through 5 key stages:

1. Introduction and Team Building
2. Community Projects
3. Skill and Next Steps Planning
4. Final People Based Challenge
5. End of Team Presentation

During the programme each young person builds a portfolio of their achievements, which culminates into a City Guilds Qualification in Personal, Team Work and community skills. In addition teams may also receive awareness workshops in Fire Safety, First Aid, Manual Handling, Health & Safety, drugs/alcohol, sexual health and equality & diversity.



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Case Studies

Hampshire Fire and Rescue Service

Deputy Team Leader (Southampton Team 9)
Watch Manager – Neil Perry

"This course has shown me that everybody really does have something to offer and if given support can achieve amazing things. This course is totally different from any other that I have been involved with, both challenging and immensely rewarding."

Assistant Team Leader (Southampton Team 14 / Basingstoke Team 4)
Fire-fighter – Malcolm Wood

"To any potential delegates, I'd say that the Prince's Trust is a great opportunity that we are extremely fortunate to have. Very few employers offer such a great Programme to be involved in and still get paid for it. It can be a tough exhausting battle, particularly at the start and it does demand all your energies. There's no time for second jobs and less time for your families. However, you get out what you put in, and you gain lots of skills and experience relevant to promotion if that's your aim."

Team Leader (Basingstoke Team 5)

Workshops Technician Mechanical Engineer – Binzy Reynolds

"I developed new skills in how to manage people to achieve tasks. Since doing this course I have applied to further my development in gaining qualifications to enable me to enhance my development within this area and develop this within the Motorcycle Workshop at Redbridge."

Deputy Team Leader (Basingstoke Team 5)

Firefighter Andy Piller

"Challenging and very satisfying course. Definitely will provide substantial amounts of PQA evidence for when I apply for the ADC."

Deputy Team Leader (Southampton Team 7)

IT Helpdesk – Janice Bartlett

"I want to do it again! It's been fun, interesting, challenging and an eye opener. The most frustrating part is seeing the potential in the team members and some of them not being able to see it themselves."

Deputy Team Leader (Southampton Team 13)

Fire-fighter Corryne Searle

"As team leaders this programme is a steep learning curve. Your abilities and patience are tested to the maximum and you have to deal with situations that you never thought you would be in. It's a massive responsibility to have team members come up to you with their personal problems and trying to help them as much as you can. It is also a great honour."

Team Leader (Southampton Team 11)

Watch Manager - Mickey Smither

"I learnt many new skills, one being how to deal with simultaneous problems of others, prioritising those problems without disregarding any."

Deputy Team Leader (Southampton Team 11)

Fire-fighter – Jon Billows

"I would recommend this course to others, it is the most demanding but rewarding course the Fire Service offers. The challenge is immense but rewards for the team are greater still. It developed me personally and emotionally as much as it did for the Team members. I enjoyed coming out of my comfort zone to run a team"

Team Leader (Basingstoke Team 3)

Fire-fighter – Rob Parkin

"This has been an exhilarating time of my life and extremely rewarding, even though I have transferred to Kent Fire and Rescue service I take with me ever lasting memories of my experience and the challenges of Prince's Trust Team Programme and the 10 young truly inspirational young people of Team 3 – Basingstoke. Thank you HFRS for giving me this unique opportunity."

Hampshire Constabulary

Team Leader (Basingstoke Team 4)

Police Constable – Sandra Reid

(promoted to Police Sergeant, following end of her course)
"I will take back leadership skills, organisational skills as well as problem solving. I would definitely recommend this course, particularly if the individual wants to apply for promotion."

Team Leader (Southampton Team 9 / Basingstoke Team 1)

Police Constable – Adrian Starr

I would recommend this course to others, but with reservations to those who think it might be easier than working. Seeing the change in the individual team members from the start of the programme to the end was the most rewarding part for me"

Team Leader (Southampton Team 17)

Police Intelligence Analyst – Karen Wyeth

Deputy Team Leader (Southampton Team 7)

Police Constable – Pete Fletcher

"I came on the course knowing I could not change the world, but knowing I could make a little bit of difference to some people. These same people have made a difference to me. I am richer in experience and skills for my 12 weeks with the team."

Team Leader (Southampton Team 14)

Police Constable – John Burtenshaw

"There are highs and there are lows. As a Team Leader you have to dig deep to use every skill in the book and some that haven't been written yet – your main goal to enable the team to succeed. Giving up is not an option and this is something that is passed on to the team. To push oneself physically is easy, to push oneself mentally and beyond is a lot harder, this course will find the hidden depths of your personality"

Team Leader (Southampton Team 16)

Recruiting Officer – Jacqui Neil

The best part of the course for me was seeing positive changes in the young people"

British Armed Forces

Team Leader (Southampton Team 10)

Sgt Craig Charnock

"Tolerance is one of the main skills that I will take back with me, as its not easy coming from a military background and working with people who are not motivated"

HM Prison Service

Deputy Team Leader (Southampton Team 15)

Kirsty Hornsey

"The course afforded for me an opportunity to work outside the environment that I would expect to be exposed to in the Prison service. Most notably it has involved my developing a whole new skill set and management technique; by this I mean that the team members were there by choice and were not obliged to partake in or complete the programme. Their continual participation relied on their self-belief in the programme and their desire to succeed."

