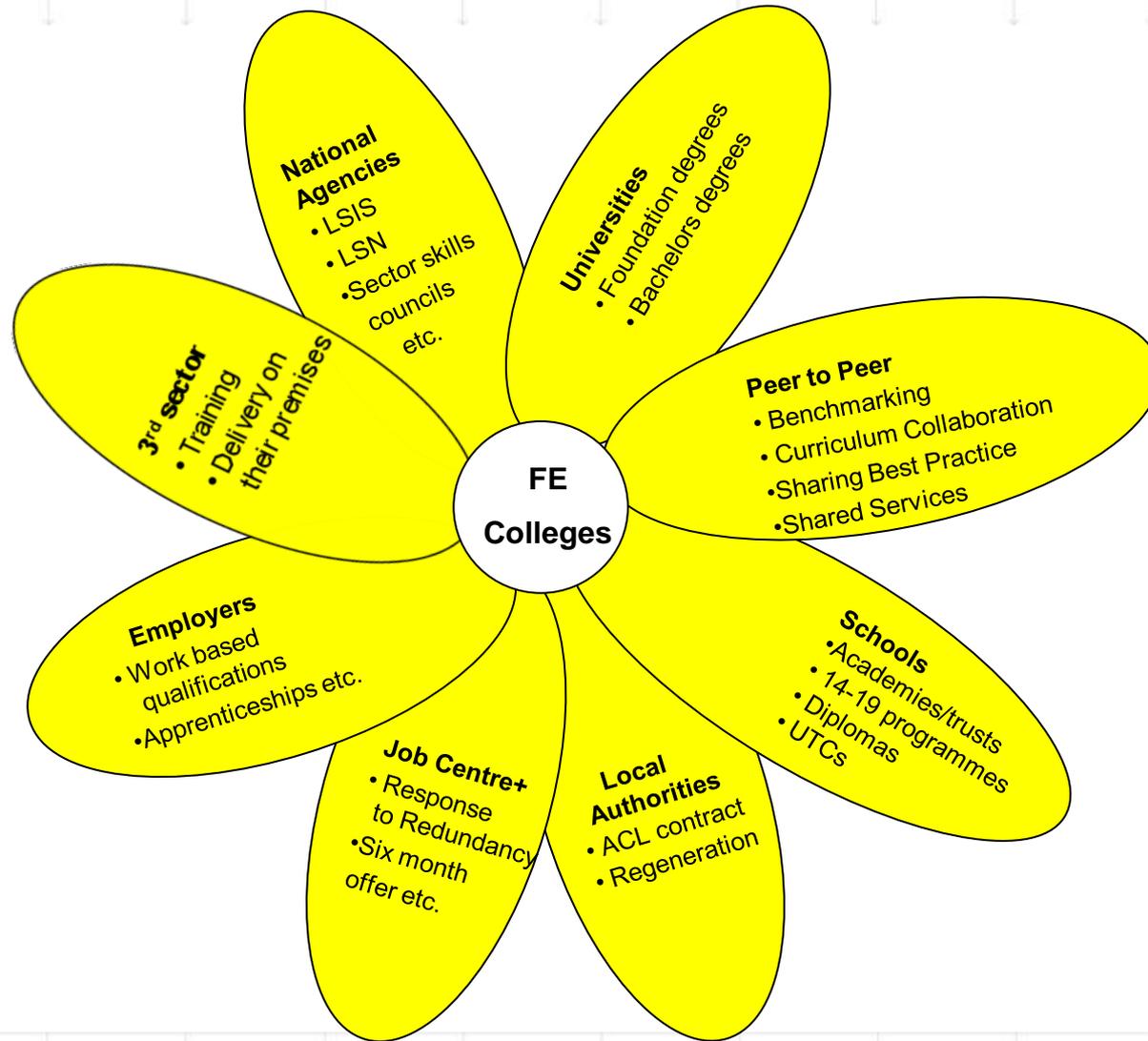
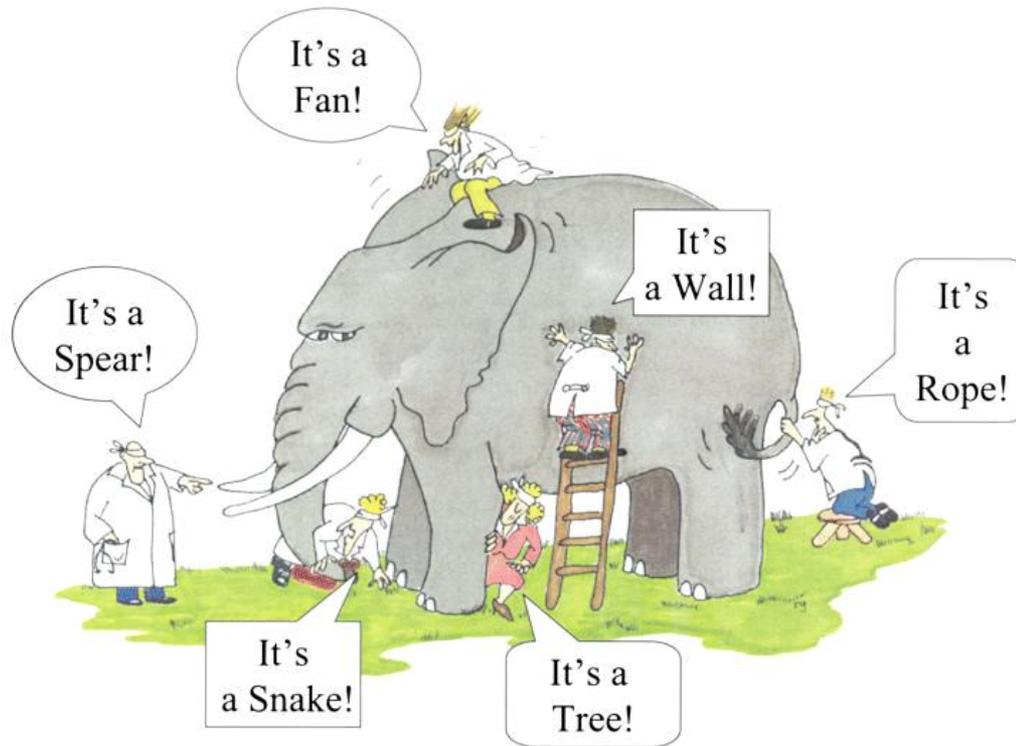


# Partnership Working The College USP

# Partnership Working

## The College USP





## Foster Report 2005, Paragraph 157

**“...a greater involvement of principals in national representation, in particular those from larger, successful colleges where management capacity and capability exists to release them for this work. There is a strong need for articulate FE College Principals to be explaining the services they give to society and how colleges can make a significant contribution to the economy and developing fulfilled citizens.”**

## Recognition from the New Coalition Government (1)

£6.2 billion budget reduction

“£500 million out of the £6.2 billion will be used to improve Britain’s growth potential and create a **fairer society by reinvesting in further education**, apprenticeships and social housing.”

HM Treasury 24/5/10

## Recognition from the New Coalition Government (2)

### **Nick Clegg's Political Reform Speech**

“.....biggest shakeup of our democracy since 1832”  
delivered at City & Islington College 21/5/10



## Recognition from the New Coalition Government (3)

### **John Hayes first stage vision for FE (17/06/10)**

- Freedom to move money between adult funding headings
- Remove Ofsted requirement for outstanding providers
- Remove requirement for colleges to complete summary statements of activities.

### **Budget 22/06/10**

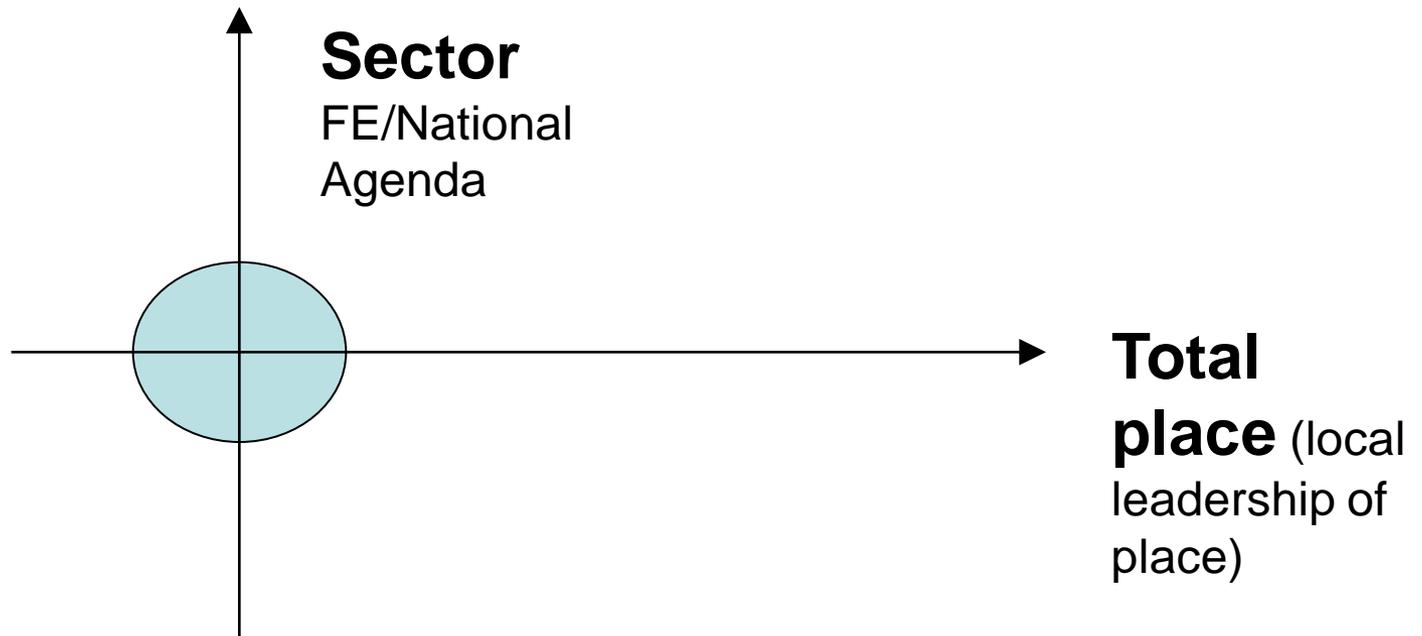
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## New realities – New solutions

### The 157 proposition

1. Reduce unemployment even more effectively by raising our ability to get people into jobs, integrating skills development with employability and responding to employer's skills requirements
2. Provide a cost-effective and flexible skills escalator for students and employers from entry level through levels 1 – 4
3. Develop high-quality, value-for-money, locally based higher education and a higher technician curriculum to ensure the delivery of HE targets in a time of cutbacks
4. Contribute to a unified society, community cohesion, Total Place and the development of more motivated citizens, in our role as leaders of major community assets in our localities
5. Offer greater stability and excellence by maximising the benefits of scale and efficiency through mergers, federation and collaboration
6. Raise the standard of leadership and governance, and the quality of all FE Colleges, through transforming colleges "at risk", in partnership with peers and stakeholders
7. Lead regional and sub-regional groupings and federations for improved skills commissioning, radical reconfiguration of colleges and improved efficiencies across all aspects of skills and employment

# Seize the time



# The leadership challenge

“ Leaders need to look beyond their organisation. Targets, inspections and rigorous performance management have tended to focus us on all ‘the organisation’. As leaders we tend to judge our success on whether the organisation passes the various tests that it is set. In future, public sector leaders need to see themselves more as contributing to the leadership of their ‘place’. They need to develop genuine collaborations with partner organisations and measure the success of these by the outcomes achieved. “

**Michael Bichard**  
**Management Today**  
**April 2010**

“Recession is not the only catalyst for new approaches to public sector leadership and leadership development. The world is in the throes of an even more fundamental and far-reaching global restructuring of the ecological, political, economic, technological and social context, which, we argue, requires a ‘Copernican revolution’ in the basic paradigms for governance and public sector.”

**‘Whole Systems Go’**  
**Bennington & Hartley 2009**  
**National School of Government**

## Skills/capabilities to meet the challenge

### Skills needed to:

- Influence
- Negotiate
- Build trust
- Sustain coalitions
- Work collaboratively
- Work without formal authority
- Distribute leadership – give away power
- Learn from elsewhere (public, private, voluntary)

“Abundant resources can mask poor services and poor leadership. When resources are scarce there is a premium in well-targeted client centred services – and outstanding leadership.”

M.Bichard