

## Member Development Programme 2021/22

### **Background**

The Local Government Measure 2011 highlights the responsibility of Local Authorities to provide reasonable development opportunities to its Elected Members. Carmarthenshire County Council's Member Development Strategy sets out our approach to Member development which is regularly reviewed to such development needs are supported.

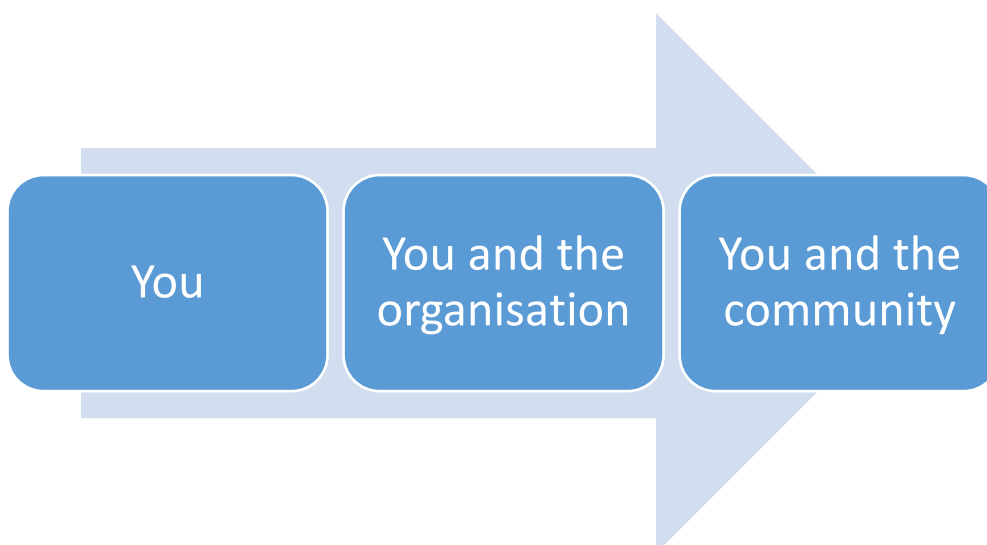
In order to support Elected Members in their role and new ways of working since Covid-19, a survey was sent to all members in August 2020 to evaluate the Council's response to Covid-19 crisis to ensure that any learning and positive changes are used to inform the approach to the re-setting of services and to prioritise learning and develop an on-line Toolkit of learning for members.

The toolkit will encompass our initial proposal on the 21<sup>st</sup> Century Councillor Model that was presented to members back in July 2019 and will continue to be a blended and inclusive approach to learning that reflects different learning styles. The toolkit will include the two distinct areas of development already discussed with members:

- **Foundational Skills**– Practical and knowledge skills (covered by most existing learning and development)
- **Relational Skills** – Connective, digital & reflective skills (to be effective as a 21<sup>st</sup> Century Councillor and covered as part of learning conversations).

The learning will sit within three themes to support members in their role.

See Table 1 - Sample Toolkit of learning – Elected Members



Further consultation with the Democratic Services Committee still required;

- To seek the views of Members on the creation of the toolkit of learning and agree the learning identified within the three themes.
- The outcomes will inform the resourcing, prioritisation and delivery of the Member Development Plan for endorsement by the Democratic Services Committee.

### **Recommendations**

That Democratic Services Committee:

1. Endorse the proposal for a Toolkit of learning to support the Member Development Programme.
2. Receive a further presentation/demonstration in due course on the navigating the digital resources made available

See Table 1 - Sample Toolkit of learning – Elected Members

You	You and the Organisation	You and the Community
<ul style="list-style-type: none"><li>•Personal Resilience</li><li>•Managing Yourself &amp; Your Time</li><li>•Mentoring &amp; Coaching</li><li>•Digital Skills</li><li>•Influencing &amp; Negotiating Skills</li><li>•Leadership Development</li><li>•Listening &amp; Communication Skills</li><li>•Public Speaking</li></ul>	<ul style="list-style-type: none"><li>•Equality, Diversity &amp; Inclusion<ul style="list-style-type: none"><li>•Charing Skills</li></ul></li><li>•How the Council works</li><li>•Strength based approaches - finding solutions</li><li>•Roles &amp; Responsibilities of Councillors<ul style="list-style-type: none"><li>•Budgetary Skills</li></ul></li><li>•Effective Overview &amp; Scrutiny</li><li>•Councillors &amp; Officers working well</li></ul>	<ul style="list-style-type: none"><li>•Holding effective surgeries and casework<ul style="list-style-type: none"><li>•Media skills</li></ul></li></ul>