Positive Action Leadership Programme

Learning Outcomes

Module 1 - Foundation

Purpose:

To create a safe learning environment and to provide delegates with information and an explanation of the national drivers for the programme and the relevant legislation.

Outcomes:

By the end of the module delegates will be able to:

1.1 Explain how Positive Action initiatives can help to build a more representative workforce.
a) Explain how Positive Action is supported by legislation.
b) Explain how the cultural history of the Police Service has impacted upon minority groups within the service.
c) Explain the terms 'Positive Action', 'Positive Discrimination' and 'Affirmative Action'.

1.2 Explain how personal openness can enhance relationships in a supportive environment.

1.3 Explain how the programme has been developed and in particular describe the partnerships with staff associations and other support networks.
a) Describe the services and support available from the staff associations and support networks.

Module 2 - Values, Beliefs, Conditioning and Limiting Assumptions

Purpose:

To develop knowledge of how values, beliefs and conditioning affect self and relationships with others. Delegates will be able to describe how assumptions can limit personal growth and development and how these can be overcome.

Outcomes:

By the end of the module delegates will be able to:

2.1 Describe how personal values and beliefs, reinforced by conditioning, affect relationships with others.
a) Explain the terms 'values', 'beliefs' and 'conditioning'.
b) Identify personal values and beliefs.

c) Describe how the combined effects of values, beliefs and conditioning affect behaviour.

d) Describe how an appreciation of values, beliefs and conditioning can enhance personal and professional relationships.

2.2 Describe the link between valuing and esteem.
a) Explain how valuing of an aspect of an individual's behaviour can affect their esteem.
b) Explain the terms 'valuing' and 'esteem'.

2.3 Identify and explain how assumptions can limit progression and development and describe a method for challenging such assumptions.
a) Describe the terms 'assume' and 'assuming'; describe how assumptions can limit progress and development.
b) Explain the term 'self-fulfilling prophecy'.
c) Demonstrate a method that can help overcome limiting assumptions.

Module 3 - Communication

Purpose:

Delegates will be able to describe and explain the effects of communicating behaviours.

Outcomes:

By the end of the module delegates will be able to:

3.1 Identify how communicating behaviours influence interactions.
a) Describe and explain a model of communicating behaviour.
b) Describe Non Verbal Communication (NVC).
c) Describe and explain the model of transactional analysis.

3.2 Explain how communicating behaviours can be used effectively.
a) Outline situations where effective communication can be used and applied to enhance personal and professional relationships.

Module 4 - Making Choices and Conflict Resolution

Purpose:

To allow delegates to make effective choices when responding to dominance.

Outcomes:

By the end of the module delegates will be able to:

4.1 Describe how our responses to dominance impact on the choices we make.
a) State the three responses to dominance.
b) Describe examples where a person could withdraw, acquiesce or resist.

4.2   Describe and explain how choices can be made and the possible consequences which can arise.
a) Describe and apply the Stimulus/ Response model.
b) Explain the process for choosing appropriate courses of action in response to dominance.

4.3   Apply a conflict resolution model.
a) Outline and explain the Betari's Box model.
b) Describe and explain the CUDSA model and its application.

Module 5 - Leadership

Purpose:
To introduce delegates to the principles and theory of leadership and to enable them to identify and develop personal leadership capabilities.

Outcomes:
By the end of the module delegates will be able to:

5.1   Describe and explain the structure and principles of the Police Leadership Qualities Framework (PLQF) and a range of contemporary leadership principles.
a) Explain the difference between the terms manager and leader.
b) Describe a range of theories of leadership.
c) Explain how leadership skills and capabilities can be developed.

5.2   Describe and explain the differences between transformational, transactional and situational leadership.
a) Describe the principles of transformational Leadership.
b) Explain why leaders need a range of alternative leadership styles.
c) Outline a range of situations where different styles can be employed.

5.3   Identify and define their own personal leadership styles and preferences.

Module 6 - Mentoring, Coaching and Networking
Purpose:
To enable delegates to explain the concepts, purpose and benefits of mentoring, coaching and networking.

Outcomes:
By the end of the module delegates will be able to:

6.1   Identify how progression and development can be facilitated through mentoring, coaching and networking.
a) Explain the concepts of 'mentoring', 'coaching' and 'networking'.
b) Describe a range of benefits for using a mentor, coach, or network and how these can be assessed.

Module 7 – Next Steps and Career Development

Purpose:
To give delegates a brief introduction to the Integrated Competency Framework (ICF), Core Leadership Development Programme (CLDP) and the High Potential Development Scheme (HPDS).

Outcomes:
By the end of the module delegates will be able to:

7.1 Describe and explain the purpose, structure and application of the ICF within career development processes.

7.2 Explain how the CLDP can support career development.
   a) Explain the structure and function of the CLDP.
   b) Outline how to gain access to the CLDP modules.
   c) Describe how the CLDP can be used as part of a personal development programme.

7.3 Describe the HPDS
   a) Explain the purpose of the HPD scheme.
   b) Outline the selection process for entry onto the HPD scheme.

Module 8 – Life Choice and Vision

Purpose:
Delegates will be able to analyse, describe and recognise how choices can impact upon their personal and professional life.

Outcomes:
By the end of the module delegates will be able to:

8.1 Describe and explain the ways in which choices impact upon personal and professional life.
   a) Describe and apply a model to analyse individual work/life blend.
   b) Explain how imbalance in work/life blend can impact on individuals.
   c) Describe & explain the impact of stress/tension.

8.2 Apply the combined principles learned in the whole programme in order to facilitate and affect life choices.

8.3 Create an action plan impacting into both work and life blend and personal vision.