

## **Member Development Programme 2020/21**

### **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.

On the 30<sup>th</sup> July 2019, Organisation Development put forward a proposal for Member engagement on the 21<sup>st</sup> Century Councillor Model and establishing a new approach to the formulation and delivery of the Member Development Programme.

Discussions and workshops have since taken place with Executive Board, Group Leaders, and the Chair of the Democratic Services Committee to formulate an outline plan based on existing and emerging skill sets for the "21<sup>st</sup> Century Councillor".

A blended and inclusive approach to learning that reflects different learning styles has established two distinct areas of development.

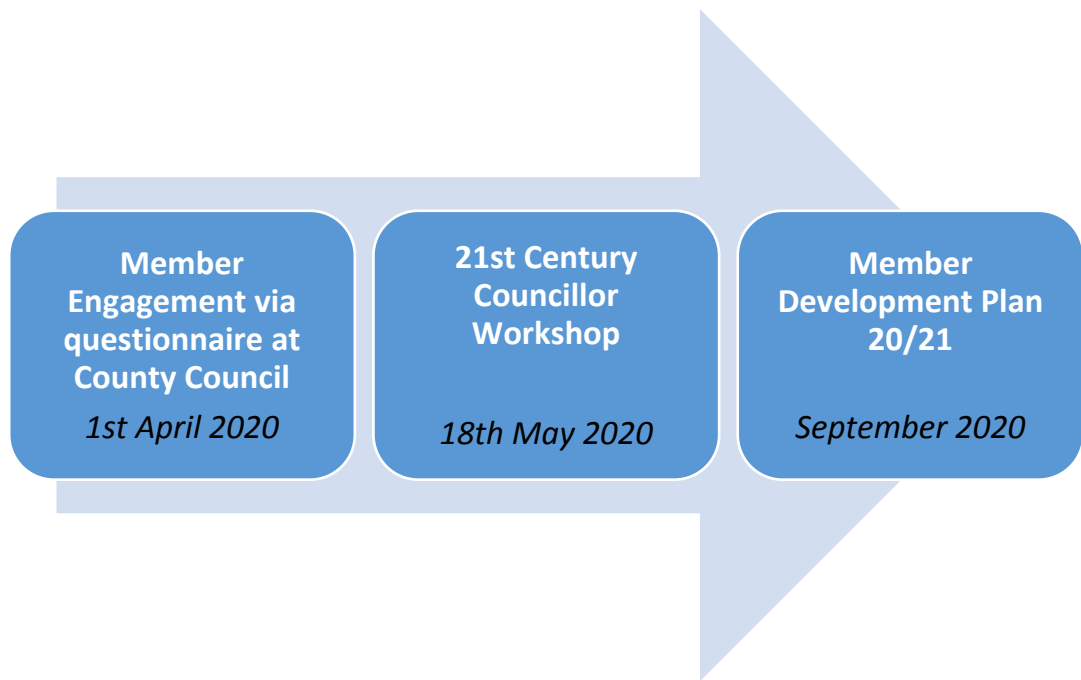
- **Foundational Skills**– Practical and knowledge skills (covered by most existing learning and development)
- **Relational Skills** – Connective, digital & reflective skills (to be effective as a 21<sup>st</sup> Century Councillor and covered as part of learning conversations).

See Table 1 - Sample Development Programme – Elected Members

A workshop for all member engagement was postponed in September 2019 due to limited availability and the emergence of the General Election in late 2019 has resulted in a delay of re-arranging the workshop. Wider consultation with all members is still required

- To seek the views of Members on how best they want to be supported and the likely areas they wish to focus on as part of their individual learning conversations.
- The outcomes will inform the resourcing, prioritisation and delivery of the Member Development Plan for endorsement by the Democratic Services Committee.

A new proposed timeline sets out the engagement process with members for discussions around the member development plan and 21<sup>st</sup> Century Councillor.



## **Recommendations**

That Democratic Services Committee:

1. Endorse the proposal for Member engagement on the 21st Century Councillor Model, establishing a new approach to the formulation and delivery of the Member Development Programme.
2. Agree the timeline for the formulation of a detailed Members Development Programme.

**Table 1 – Sample Development Programme – Elected Members**

Foundational Skills	Relational Skills
How the Council Works	Councillors and Officers Working Well
Roles & Responsibilities of Councillors	Experience of Full Council
Effective Overview & Scrutiny (L@W)	Managing Effective Surgeries and Casework (L@W)
Budgetary Skills	Media Skills (L@W)
Leadership Development	Public Speaking (L@W)
Chairing Skills (L@W)	Listening & Communication Skills
Digital Skills	Strength Based Approaches – Finding Solutions
Equality, Diversity & Inclusion (L@W)	Personal Resilience
Recruitment/Appointment Panels & Appeals Panels	Mentoring and Coaching Skills
Policy Updates	Influencing & Negotiating Skills

(L@W) Learning@Wales is a national elearning platform managed by the Digital Learning Wales Team. A variety of elearning modules have been developed for elected members.