Empowering, confident and inspiring
A Brilliant Civil Service needs brilliant leaders, and we need our leaders to be consistently inspiring, confident and empowering.

The Civil Service Leadership Academy is a new approach to supporting our senior leaders to be the best leaders they can be in the unique environment in which we all work.

A new approach to leadership learning

In the face of unprecedented change [for our citizens], the need for empowering, confident, inspiring and resilient leaders of the Civil Service has never been greater.

The Civil Service Leadership Academy will bring our leaders together to share experiences and best practice, learn from each other and strengthen how we work collectively during a period of significant challenge.

At the heart of the Leadership Academy is the belief that we learn best when we:
• are supported to decide for ourselves what learning is most useful to us rather than having it imposed on us
• learn from leaders who have a real understanding of our work
• are encouraged to explore different ways of leading in a safe space.

The Leadership Academy offer

The Leadership Academy will be available initially to Senior Civil Servants (SCS) and people on talent programmes, although in time we’ll extend the offer to Civil Service leaders at all levels.

All Civil Service leaders will have access to bite-sized digital versions of Leadership Academy events such as videos and case studies to supplement departmental leadership and management training.

The Leadership Academy will offer a range of carefully designed, tested events and learning opportunities, as well as pilots for additional learning offers.
Civil Service orientation
One in five senior leaders joins from outside the Civil Service. To help these leaders navigate the unique environment in which we work and thrive in their new role, the Leadership Academy offers a range of learning on the political context and core business of the Civil Service, and access to networking events.

It also offers the opportunity to be paired with peers from elsewhere in the Civil Service. Peers can provide insights into the wider cultures and practices of the organisation, and help expand networks.

Support at key career transition points
Some events are specifically tailored to people making the transition from one level of leadership to the next. The Deputy Director induction, for example, involves a two-day Base Camp event and a year-long series of development opportunities to support people to make the step into the Senior Civil Service.

“I genuinely found the whole experience very inspirational and confidence boosting. I now have much greater understanding of what is expected of me and the issues I need to work on to meet those expectations. I also came out with a plan” Deputy Director Base Camp attendee

Experience of leadership in Government
Another set of events, designed for all SCS leaders, aims to help you develop an engaged style of leadership that really connects with people. Each event centres on the personal story of a senior leader in circumstances that truly tested them. Going beyond traditional case studies, these events use a variety of approaches to allow you to explore the issues raised by the leader’s experience and what that could mean for your leadership practice.

“Best event I have been on for a number of years” Scottish Fiscal Framework immersive experience attendee

Leading in a multidisciplinary environment
A third group of learning opportunities develops your understanding of the core Civil Service disciplines that underpin the work of government, including:

- The political context
- Finance
- Commercial
- Digital, Data and Technology
- Project Delivery

While you don’t need to be an expert in each of these areas, you do need a depth of understanding to enable you to lead and make important decisions in a multidisciplinary environment. The Leadership Academy will support you to broaden your knowledge.

Bite-sized learning
Alongside these different, challenging and valuable events and learning opportunities, you’ll find bite-sized resources such as TEDtalks, blogs and insightful articles to dip into at a time and place that’s right for you.
We’ll deliver the Leadership Academy through the 70/20/10 model of learning:
• 10% structured learning such as workshops, immersive case studies, self-directed learning and digital learning models
• 20% sharing practice, building networks, coaching, mentoring and action learning sets
• 70% learning in the workplace, where the act of leadership actually happens.

So whatever your role, area of work or transition point, and wherever you work across the UK, the Leadership Academy will create the space you need to develop and reflect upon your leadership.

**Learning from leaders who know your world**
The evidence tells us that leaders learn best from those who have lived a similar experience. And that’s why the principle of ‘leaders teaching leaders’ is at the heart of the Leadership Academy.

Much of the Leadership Academy learning content is drawn from the real experiences of Civil Service leaders, many of whom share their deep expertise and insights directly with participants as members of the internal faculty.

**Join the faculty**
If you would like to explore opportunities to share your own leadership expertise, offer peer mentoring or support, or shape learning events for the Leadership Academy (with support from an L&D expert) please get in touch to find out more about the internal faculty.

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