

# Lead to succeed



Lead to succeed is a practical learning programme aimed at aspiring managers and deputies in adult social care services.



The programme is delivered through five interactive modules covering the objectives below:

- Successful behaviours for leaders and managers.
- Developing a positive culture.
- Effective supervision.
- Leading and managing the process of change.
- Leading and managing the inspection process.

## How it helps new managers and deputies

Lead to succeed is at the forefront of the more formal development of aspiring new managers and deputies. This learning programme will help individuals to develop their leadership and management potential, gain knowledge and be supported and challenged to put this into practice. We've received overwhelming feedback about the difference it can make.

Unlike undertaking formal qualifications, which can often feel like a solitary process, Lead to succeed connects aspiring managers with their peers.

Learners completing Lead to succeed will understand how successful behaviours and practical strategies can support them in their day-to-day work. They will be challenged to put these into practice, boosting their capacity to lead and manage effectively.

The programme includes an emphasis on reflection, helping individuals to learn from their day-to-day experiences and think about how they can do things differently or get better at recognising what they do well.

## Who offers it?

This learning programme is exclusively available from a number of Skills for Care's [endorsed learning providers](#).

## Is there funding available?

Yes, adult social care employers in England can claim up to £500 per staff member on completion of Lead to succeed. Read more about Skills for Care's Workforce Development Fund [here](#).

## How long does it take?

The five days are usually delivered over a three-month period, enabling the learning from each day to be put into practice between sessions.

The programme can be delivered flexibly over five days of normal business working hours, or 10 half days, or a different pattern appropriate to delivery choice and/or audience.

Learners are expected to attend each of the five learning and development modules that make up the programme and will only be able to receive a certificate of completion if they have participated in all five modules.

## What others say

I've learnt a lot from the Lead to succeed programme. My confidence grew massively as I realised that I knew a lot of things already. I just didn't put it into practice. I've already been able to use my new skills and knowledge in my job.



**Aspiring manager, part of the Skills for Care Aspiring manager pilot**



I have a deputy manager who works very closely with me. She had not been a deputy manager before so, to help her development, she undertook the Lead to succeed and really enjoyed this learning programme.

**Alicia Ferrie, Registered Manager, Short Notice Care Services Ltd**

Whilst we've used Lead to succeed to primarily develop our aspiring managers, the endorsed learning provider we use can be very flexible in delivery. We've also used the programme with our team managers and nurse managers.



**Paul Lord, Learning and Development Manager, Future Directions CIC**

[www.skillsforcare.org.uk/succession](http://www.skillsforcare.org.uk/succession)