

Development opportunity

Take the lead: Lead a management task

Stepping up to cover a specific management task can enable emerging talent to know how to perform duties outside of their usual remit.



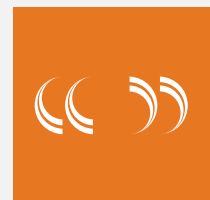
How it develops talent

- Builds responsibility and resilience.
- Helps develop ability to work effectively on their own.
- Learn how tasks are delegated, what support and guidance is required and how to offer this.

How to deliver it

- Discuss with your emerging talent what parts of a manager or deputy manager's job they want to know more about.
- Provide the opportunity to learn about this part of the role by meeting and discussing this with the manager / deputy manager.
- Provide associated training and guidance, where relevant, including encouraging self-learning.
- After building their confidence, use a manager's annual leave, days off or other absence to undertake this role.
- Use supervisions to reflect on practice and what capacity they have to undertake or act as back-up for such duties, longer-term.

My management task was to plan and deliver a change in the process of group work referrals in the family support team. This is the first time I have managed a significant change in a process/system. It has challenged me to think about how I plan and deliver a new system and how I support staff in planning and delivering this system.



Aspiring Manager, Skills for Care's Aspiring manager programme

Go to www.skillsforcare.org.uk/developoptalent for more on 'Development opportunities'.