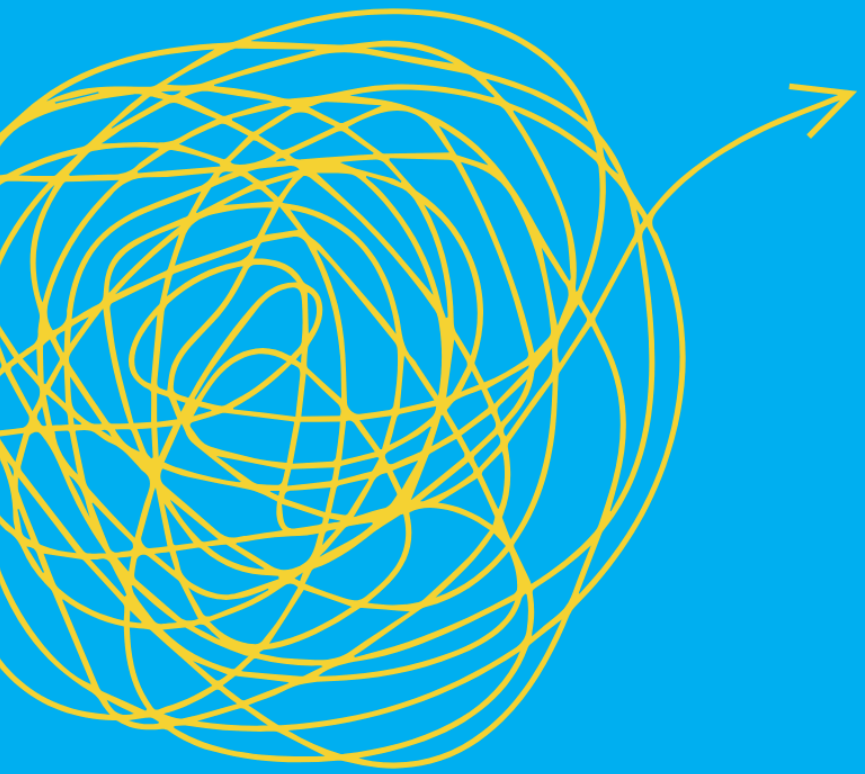
Agile Leadership Development to Enable Cloud Transition

G-Cloud 15



We help public services make progress on messy problems using agile approaches that improve services quickly

Basis.
changing the change

Service Description

Our Agile leadership masterclass (delivered online) is aimed at leaders overseeing cloud transition projects. It enables delegates to explore strategies to diagnose the complex challenges these projects encompass, interpret the implications of these challenges and then decide how to intervene effectively to lead change. This an interactive online masterclass; not a webinar.

When dealing with complicated problems, leaders are expected to have the answer. However, when faced with complex problems (those which are not fully understood and for which there is no ‘text book’ solution), leaders need to be able to empower their teams to first ‘wrestle’ with the problem at hand and to test multiple solutions in order to learn how to address it. This requires an adaptive, or Agile leadership style. Although many cloud transition projects seem at first glance to be examples of complicated projects, the system within which these projects exist brings an additional layer of complexity, and consequently require a different leadership style to ensure they are delivered successfully.

The workshop is short on slides and abstract leadership theory. Instead we use the collective leadership experience and personal leadership challenges as our learning curriculum. After all, adult leaders learn best from their own struggles. We explore and learn strategies that help you diagnose tough challenges, interpret the implications of the challenge and then decide how to intervene effectively to lead change and make progress on complex issues.

We use a teaching method called Case-in-Point (CIP) developed by Ron Heifetz and Marty Linsky at Harvard University in 1992. This learning model helps leaders bolster their capacities to lead and withstand the stresses of leadership. CIP does so by having people experience leadership challenges in the "here and now," rather than simply discussing leadership concepts. We also work on our listening, coaching and advising skills by working on a live case into the room. Working on live cases puts real challenges into play, focuses participants and ultimately provides real help for the case presenter and deep learning for everyone.

Our promise for you when you attend this workshop is to experience your own leadership capacity in action, learn new concepts and have a few assumptions challenged. We will provide you with leadership frameworks that will help you when you choose to lead when addressing the complexities that hinder the delivery of public services. This is hard leadership work and it is also the most rewarding leadership work.

Features

- Delivered over 2 x half days online
- Learn how to recognise when you are dealing with complexity
- Understand the difference between technical problems and complex problems
- When to use authority and when to choose to lead
- Learn the principles behind developing and leading self-managing teams
- Work towards a self-managing organisational model
- Case-in-Point delivery method
- Available fully online. Not a virtual webinar, but an engaging workshop

Benefits

- Builds a peer network for leaders overseeing cloud transition projects
- Provides a balance of theory and practical work
- Builds on the skills and strengths already in place
- Helps accelerate cloud-based projects
- Adapt to and improve online working

Introduction to Basis Ltd

We help public services tackle messy problems. We pioneered the use of Agile as a means of transforming services in the public sector. In the last 10 years, we've helped hundreds of services to improve outcomes for real people, quickly. Our peers and clients have recognised our approach and results. For seven years running (2019-2025) we have been identified as a leading management consultancy working in the Public and Social Sector by the Financial Times.

Our services have a wide range of applications for cloud-based services. We help our customers to understand service user needs, to design services that meet those needs using an Agile approach, and to support teams and leaders to embed those services beyond our intervention. We recognise that many public services, particularly in health and social care, continue to require relational interactions, as not all service needs

can be met through digital solutions. We help customers to design coherent, end-to-end services that encompass both the relational and digital components.

Effective 'click and mortar' public services meet the needs of the many and not just the few. These public services promote the adoption of cloud-based services; a small amount of support during early interactions can empower service users to transact online in the future.

Online delivery and facilitation

All of our services can be provided in person, or online; we are experts in virtual facilitation. Working online we have:

- Facilitated over 10 online Impact Sprints with social impact organisations and local authorities to understand the impact of COVID-19 on their communities and coordinate their response quickly
- Supported people and organisations to turn their events and training into online engagement ranging from – REN21 a Think Tank focussed on global renewable energy policy, Stockholm School of Economics EMBA programme, a coaching programme in Virginia (US), and youth engagement for Generations for Peace (Amman, Jordan)
- Designed and facilitated a global conference for the Alliance for Child Protection in Humanitarian Action attended by over 500 delegates
- Built the capacity of teams in local government, UNESCO, Unicef and the UN Disarmament Directorate to run virtual events with international participation



Get in touch

All of this is probably best talked through and we are keen to do so. Let us know when works for you, and we'll book in a call.

E-mail: comms@basis.co.uk

Call: 0203 239 2407