

Member Development Plan 2012-2015

Our Vision

South Ribble Borough Council: a place where members:

- ▶ Help shape the future of the borough
- ▶ Make a difference to their neighbourhoods and local communities
- ▶ Provide clear leadership to their communities and the Council
- ▶ Welcome future challenges

MEMBER DEVELOPMENT PRIORITIES			
	Building Visionary and Ambitious Leadership	Change and Collaborative Working	Developing Skills and Capacity
Our Priority Objectives 2012-2015	1. To ensure that Members are effective in their Community Leadership role. 2. To ensure that Members demonstrate and promote the Council's values by maintaining high standards of conduct and behaviour. 3. To encourage and develop knowledge for specialist member roles. 4. To develop member talent for current and future roles.	5. To develop new skills to embrace change, innovation and support new ways of working. 6. To exploit opportunities through national, regional and sub regional partnership working, joint development initiatives and sub-regional programmes. 7. To develop skills and competencies for collaborative working with partners and other authorities. 8. To equip Members with the knowledge and skills for the challenges and changes arising from new legislation, such as the Localism Act and Health Reforms.	10. To provide flexible learning and equal access to development opportunities that take account of individual learning styles, time commitments, and appropriate levels of competency. 11. Explore the use of social media to enhance communication at a local level 12. Member learning to be led and supported by Members and championed through the Member Development Group.
Our Key Targets	1. Successful renewal of the North West Member Development Charter in 2012 2. 95% of members satisfied with the opportunities provided for personal development and learning 3. 95% of members satisfied with the quality of training and development provided 4. 80% of members take part in training and development activities.		
Our Key Actions 2012/13*	1. Deliver the outcomes of the Scrutiny review of community leadership 2. Develop Members to take a leadership role in the community and participate in local community activities. 3. Deliver the Council's priorities through close working between Members and Officers. 4. Equip, update and provide members with best practice to meet changing legislation and statutory obligations, including training for Scrutiny, Licensing, Planning, and Standards	5. Develop Members via training and support processes to make greater and more effective use of new technologies and emerging work practices. 6. Support Members to share skills/knowledge and experiences with other members and officers 7. Promote the use of online resources as a tool for learning and development. 8. Promote external local events and seminars relating to key topics and challenges.	9. Deliver a training programme based on feedback from members personal development plans, best practise and updates on key legislation changes 10. Capture and share information on member learning and development and review progress with each Member. *Key actions will be reported upon and agreed on an annual basis (through Scrutiny, Cabinet and Council)

Our Values:

- Learning Organisation
- Team Work
- Integrity
- Positive Attitude
- Excellence