

Statistical Leadership training programme



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The programme aims to equip leaders of national statistical offices with the skills required to lead their organisations on a programme of statistical modernisation.

It focuses on upskilling statistical leaders to deal effectively with the range of challenges faced by statistical organisations. It is designed to inspire positive change at the senior- and middle-management level.

The programme is offered to an organisation's whole leadership team. The heart of the programme is a focused five-day face-to-face classroom-based workshop delivered by an experienced leadership trainer, supported by a current senior government statistician.

It is designed and delivered by the UK's Office for National Statistics, in collaboration with the African Centre for Statistics (ACS) at the United Nations Economic Commission for Africa (UNECA).

What makes this programme unique?

The programme is specifically tailored to individual national statistical offices. It speaks to the unique experiences and challenges faced by today's statistical leaders.

Before delivering the programme, the course tutor holds extensive conversations with the statistical office to understand the challenges and important factors at play during the programme. Individual conversations with participants look at uncovering current challenges they face and would like to address during the classroom course.

Training is co-delivered by an experienced leadership facilitator and a senior statistician, who bring an in-depth understanding of the technical challenges faced by participants. Further unique contribution is brought to the course from an invited guest speaker – a well-respected leader in the world of statistics, economics, or government with experience of leading through change.

The programme is pragmatic and designed to enable participants to apply the skills learnt on the course to their workplace challenges to have a positive impact on their organisation. It uses real workplace challenges from participants to link theory to practice.

Why does the statistical system need a leadership programme?

To meet the growing demand for timely, comprehensive and trusted data, the statistical system needs transformative leaders who can lead the modernisation of national statistical offices.

These are leaders who can develop and communicate clear strategies, lead and inspire change, and delegate work appropriately. They are leaders who understand how to use their personal power to build relationships and motivate and inspire their teams.

Strengthened statistical leadership is required to fulfil the objectives of the 2030 Agenda for Sustainable Development as well as initiatives such as the African Union Agenda 2063. It is also needed to harness the growth in existing and new data sources, methods and technologies to deliver improved statistics for the public good.

What key skills will I learn?



Strategic thinking

How can I look at my statistical organisation strategically to lead high performance and transformational change initiatives?



Integrity

What are the qualities of a leader? What does integrity mean for statistical leaders? How do I measure up to these qualities?



Communication

What techniques can I use to communicate more effectively with staff and stakeholders?



People leadership

How can I better understand myself? What skills do I need to develop to motivate, lead and manage people and teams?



Knowledge

What tools and techniques can I use to develop myself, my team and the organisation?

Objectives

1 Develop self-awareness and confidence

The programme provides participants with the opportunity to take stock of their leadership style. By using a wide range of tools and techniques to develop personal and professional awareness, it helps leaders to understand what their strengths are and how to build on them. In doing so, it enhances confidence in their professional and personal abilities and actions. The programme also enables participants to identify their weaknesses and reflect on ways to address them. It offers tools to develop personal strategies to become better leaders.

2 Lead teams and individuals

The programme supports leaders to drive better engagement and better results from their teams. It does so by enabling participants to understand their own leadership style and develop managerial and leadership tools and skills. These are aimed at inspiring and motivating teams and individuals through collaboration, challenge and support, and creating and promoting a culture in which everyone feels valued and respected. By having a greater focus on performance and the development of others, leaders will be able to increase the visibility, agility, curiosity and innovation of staff. This, in turn, will enhance business performance.

3 Improve influencing skills

The programme develops the skills and confidence needed to influence and persuade others. By communicating more clearly and strategically, and listening more effectively, leaders will be more likely to achieve better results, work more effectively with stakeholders through partnerships, collaboration and cooperation, and manage priorities and address opportunities and problems effectively.

4 Lead and manage change

The programme inspires leaders to champion learning and cultural change within their organisation. It does so by enabling participants to learn about and select from a range of options to develop strategies that will guide them to lead robust transformation.

5 Build networks

The programme aims to develop a network of support and challenge amongst peers within statistical offices and provide the skills and confidence to continue building relationships with others outside their organisation.

Course timeline

Access own strengths and development needs

- assess yourself as a leader
- learn about your personality type
- think about real personal and leadership challenges you want to tackle
- obtain feedback from others

Attend classroom-based learning

- understand the power of effective communication to deliver your vision and develop more effective relationships
- develop a toolbox of leadership skills and techniques to develop strategies and plans for your organisation
- understand yourself as a leader
- learn how to lead teams, delegate, motivate and develop others
- become a better influencer, negotiator, and persuader

Apply learning the workplace

- produce your own action plan that will lead to a tangible change in the workplace
- assess and review the progress of your own action plan with your tutor
- consolidate your learning by attending online seminars facilitated by your tutor



Classroom-based learning

The face-to-face element of the programme is delivered over five days, at premises chosen by the statistical office.

It covers a range of leadership topics selected to ensure a pragmatic approach to the training.

No	Topic	Learning objectives
1	Introduction to leadership Defining leadership, difference between leadership and management, what type of leader are you?	Be able to articulate own concept of leadership and decision-making processes. This will enable attendees to better understand themselves and how they behave in a leadership role.
2	The importance of teams The nature of teams, leading a team, delegation, motivation, developing and maintaining the team, organising and time management.	Understand that the greatest resource leaders have are their people. By better understanding how to lead, delegate, motivate and develop them, attendees will become more effective leaders.
3	Communicating and enabling a clear vision Importance of communication, listening, written communication, presentations, meetings and giving feedback.	Understand the power of effective communication. By developing their written skills, presentation skills and giving better feedback, attendees will be better able to deliver their vision, enable actions and develop more effective relationship.
4	Strategic leadership tools and leading change Leading change: people and processes, strategic leadership tools.	Better lead people through the complexities of change. Attendees will develop a toolbox of leadership skills and techniques to allow them to develop strategies and plans for their organisation.
5	Culture, influence, and power Mission, vision, values, culture, learning and culture, persuading, influencing, and negotiating, power and resilience. Putting it all together.	Understand and influence cultural aspects of their own organisation. By understanding how leadership and personal power works, attendees will become better influencers, negotiators and persuaders and ultimately leaders of their organisation.

Self-assessment

Participants assess their own learning needs and current leadership skills in the following ways:

360-degree feedback

Participants are asked to nominate individuals who they believe would supply honest feedback. These are likely to be their line manager, peers, direct reports, and customers. Feedback providers are sent a form to complete.

The answers are anonymised and discussed with each participant individually, to enable them to understand the key elements for their own individual development, identify areas for improvement and build on their strengths.

Personality assessment (The Myers-Briggs Type Indicator)

The profile reveals how we see and interact with the world, giving insight into our motivation and the motivation of others. This provides a foundation for personal growth and development, underpinning enhanced personal effectiveness.

The course tutor will help participants to interpret their profile and understand how this tool can be used, for example by helping leaders to understand and appreciate different strengths, relate to others with greater understanding, identify gaps in their teams and resolve conflict.

Current challenges

Participants are encouraged to think of a current workplace challenge that they want to work on during the programme.

Attendees are instructed to bring along a challenge they currently have. There are opportunities throughout the week for them to work on these challenges as part of an action learning group. Participants carry out group work looking to solve a workplace problem they have identified on the course using a variety of tools and techniques they have learned.

Self-assessment

Participants are asked to complete a questionnaire determining their level of experience of leadership.

This is used by the tutor to tailor the course. It also provides a baseline to be used for evaluation purposes.


One-to-one session with tutor

The 360-degree feedback forms the basis for a one-to-one session with the leadership programme trainer before the start of the training programme to highlight strengths and weaknesses and explore ways to address and consolidate them.

Follow-up learning

Participants are required to produce individual action plans to help implement the learning. The plan is intended to lead to a tangible change at the workplace.

The tutor will be available remotely to provide advice and support to implement action plans and to answer further questions from participants. There will be a follow-up session around six months after the course to discuss the action plan and give further support, and to carry out a verbal assessment on the impact the course has had.



Really helpful – I've learned a lot about leadership – not only to use in work but in my personal life

Course participant

Contact information

For further information, please contact the UK's Office for National Statistics at IDT.training@ons.gov.uk

