

<b>Title of Report:</b>	<b>Conference Report</b>
<b>Committee Report Submitted To:</b>	<b>Corporate Policy and Resources Committee</b>
<b>Date of Meeting:</b>	<b>24 September 2024</b>
<b>For Decision or For Information</b>	<b>FOR DECISION</b>
<b>To be discussed In Committee</b>	<b>No</b>

<b>Linkage to Council Strategy (2021-25)</b>	
Strategic Theme	Cohesive Leadership
Outcome	Council operates as one effective and efficient corporate unit with a common purpose and culture
Lead Officer	Director of Corporate Services

<b>Budgetary Considerations</b>	
Cost of Proposal	Free course, subsistence only
Included in Current Year Estimates	<b>YES/NO</b>
Capital/Revenue	
Code	3101-62507
Staffing Costs	Within roles

<b>Legal Considerations</b>	
Input of Legal Services Required	<b>YES/NO</b>
Legal Opinion Obtained	<b>YES/NO</b>

<b>Screening Requirements</b>	Required for new or revised Policies, Plans, Strategies or Service Delivery Proposals.		
Section 75 Screening	Screening Completed:	Yes/No	Date:
	EQIA Required and Completed:	Yes/No	Date:
Rural Needs Assessment (RNA)	Screening Completed	Yes/No	Date:
	RNA Required and Completed:	Yes/No	Date:
Data Protection Impact Assessment (DPIA)	Screening Completed:	Yes/No	Date:
	DPIA Required and Completed:	Yes/No	Date:

## 1.0 Purpose of report

1.1 The purpose of the report is to inform Elected Members of conferences and courses they may wish to attend.

## 2.0 Empowering Women for Councillors in Northern Ireland – Leadership Training Course (copy programme attached)

2.1 *NILGA is delighted to announce it has partnered with the Society for technology, innovation and modernisation (Socitm) to pilot its Empowering Women training course with councillors for the first time. The outcomes of this pilot will feed into potential future delivery of the programme to councillors across the UK and Ireland. The pilot is already attracting the attention of the other LGAs before it starts.*

2.2 *Attached is the programme for course which will take place on 24 & 25 September in Lisburn, followed by an online session on 30 October and a final presentation by the group will be scheduled in due course. Full attendance is required to complete the course.*

2.3 At the time of writing this report 4 Elected Members have enrolled on the course.

2.4 The deadline for receipt of interest was Wednesday 11<sup>th</sup> September 2024.

## 3.0 Recommendation

**It is recommended** that Corporate Policy and Resources Committee consider the Conference report.

# Empowering Women for councillors in Northern Ireland

Leadership training course  
Information pack

In partnership with:  **nilga**  
northern ireland  
local government association

**Days 1-2:** 24-25 September (Lisburn) | 09:30-16:30

**Day 3, Virtual coaching session:** 30 October (Teams) | 09:00-12:00

**Day 4, Final presentation:** (In-person – details TBC)

Empowering Women is anchored in giving you the confidence to be who you are, embracing the diversity you can bring to your council's leadership team and helping you deliver this skilfully.

This course gives you the opportunity to reflect – and then challenges you to challenge yourself with real and focused personal growth, encouraging you to face the things that hold you back. You can use the course tools, techniques and insights to go back into the workplace with enhanced self-confidence and determination.

This course will help you hone your leadership approach and tactics to influence others and make a change.



A calendar invite will be issued. If you don't receive it, please contact Lisa O'Kane at NILGA: [l.okane@nilga.org](mailto:l.okane@nilga.org)

 **Leadership  
Academy.**

# Empowering Women for councillors in Northern Ireland course overview

**Duration:** Three working days over six weeks, plus a final presentation

## Pre-work

Reflection – questions as preparation

## Day 1 – Self

Covering a range of topics including recognising the importance of people; building honest relationships; developing a more productive dialogue with yourself; and defining your ‘value proposition’.

The topics we will cover are:

- › Introduction to the Belbin profiling tool
- › Beliefs and values
- › Authenticity
- › Silencing your inner critic
- › Valuing differences
- › Your brand
- › Your value proposition
- › Confidence and body language
- › Personal problem solving
- › Feel the fear and do it anyway

Evening reflection question:

- › Attributes of inspiring leaders

## Day 2 – Others

Focusing on a range of topics including creating a group of acquaintances and associates; effective communication; developing your objectivity and reducing your subjective behaviour; and using influencing skills positively. As part of Empowering Women, you will be set a group challenge and work together to develop a real-life solution that breaks new ground, challenges convention and creates conversation.

The topics we will cover are:

- › Networking
- › Communication styles
- › Unconscious bias
- › Political workplace types
- › What makes people feel threatened
- › Assertive communication
- › Breaking down the barriers
- › Planning to be the difference
- › Introduction to the project

## Day 3: Virtual coaching session (half-day)

This session will take a closer look at communication skills and levels of assertiveness. It will also be a chance to progress on the group challenge progress.

## Day 4: Final presentation

Your cohort will reflect on the progress made before delivering a group presentation on your team challenge at a NILGA / elected members network meeting.

# Practical information

## Venue

### Days 1-2:

**Lisburn & Castlereagh City Council,**  
Lagan Valley Island, Lisburn, County Antrim, BT27 4RL

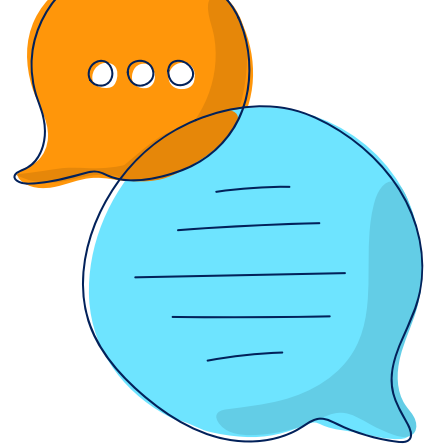
[Get directions to Lisburn & Castlereagh  
City Council](#) on Google Maps

### Day 3:

Virtual - Microsoft Teams

### Day 4:

Details and venue to be confirmed



## Feedback from Leadership Academy alumni



"Since our time together on the course, I have started to recognise the emotion in myself and I no longer allow it to overwhelm me. For that I can't thank you enough"



"I loved the space that we created for each other to be open, honest and vulnerable with each other. The trainers did a really good job at encouraging this when they opened the two days up and completely put us all at ease. It was great to realise that I wasn't the only one listening to my inner critic and allowing it to control me"



"Some of the things you talked about on Day 2 really made me look at myself and my leadership style closely and I even got a little frustrated with myself (in a good way), to the point where I realised I needed to take different action"



"I feel like I am a totally different person since the course and I have started to do things for myself which is a big change for me. I loved it when we talked about putting ourselves first as it began to dawn on me that I rarely do that"



"Thank you so much for your input across the two days, I thoroughly enjoyed chatting with the trainers and I feel totally invigorated as a result"



"I feel more creative at work as a result of some of the things we talked about and most definitely more confident"



"Since the course I have presented at the Socitm north west conference and I talked about myself (which is a big thing for me) and the beneficial impact the two days had on me. My boss was so impressed that he mentioned it to me later that day and he even posted it on LinkedIn saying how proud he was of me"

## Programme trainers



**Aidan Matthews**

Leadership programme manager, Socitm

Email: [aidan.matthews@socitm.net](mailto:aidan.matthews@socitm.net)

LinkedIn: [bit.ly/linkedin-aidan-matthews](https://bit.ly/linkedin-aidan-matthews)



**Jenifer Lord**

Facilitator and coach

Email: [jenifer@jeniferlord.com](mailto:jenifer@jeniferlord.com)

LinkedIn: [bit.ly/linkedin-jenifer-lord](https://bit.ly/linkedin-jenifer-lord)



## About Leadership Academy

Socitm is a society of professionals; its members have a vested interest in both contributing to and learning from current best practice. However, they are also concerned with developing themselves and their colleagues to be better leaders today – and tomorrow. It is to these ends that the Leadership Academy is dedicated.

## Get in touch

Website: [www.socitm.net](http://www.socitm.net)

Email: [hello@socitm.net](mailto:hello@socitm.net)

Tel: 01604 709456