

# Member Development

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# The journey so far:

- » Organisation Development Plan 2016 – 20
- » Informal Cabinet
  - » Phased approach
  - » Leadership Development – Cabinet and SMT
  - » Agenda free meetings



## What is development?

- » Self review and reflection
- » Peer support
  - » Reverse mentoring
- » Course or conference attendance
- » Case study and internal support
- » Evidence and experience
- » Shared learning



# 21<sup>st</sup> Century Councillor

- What are the **range** of roles that the 21st Century Councillor is required to perform?
- What are the **competencies and skills** that councillors require to undertake these roles?
- What are the **support and training** requirements of these roles?

# Recommendations

## Levels of development

- 21<sup>st</sup> Century skills awareness
- Skills audit – what do you need?
  - 360 – what do other think?
  - Political skills framework to encourage reflection and action
- Performance Development Conversation
- Member handbook
- Digital support and mentoring – reverse mentoring
- Role Profile
- Agenda free meetings

# Are there any gaps?

» What questions do you have?

