

# Three One-Day Hot Topic Seminars

*Offered by LSIS for Adult and Community Learning (ACL) Providers*

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Open programmes

Running from February to end March 2010

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There are now high levels of uncertainty within ACL. The current environment of constant change might be described as one of 'continual white water'. The leadership tools that managers have used to good effect in the past now need re-thinking in order to build strategic and operational leadership skills. Three leadership development seminars have now been designed to address new service challenges, in consultation with leaders and managers in the ACL sector:

- **Adaptive Leadership in Troubled Times**
- **Unleashing the Creativity of Your Team**
- **Leading the Learning Revolution**

## Overview

The Hot Topic seminars will provide an exciting, interactive learning environment to enable sharing of ideas and new thinking about leadership, creativity and the Government's White Paper, 'Leading the Learning Revolution'. One of the biggest breakthroughs in leadership development is how we understand and lead change through an understanding of Complex Adaptive Systems. The seminars will explore the concepts and behaviours of complexity thinking and provide a different way of leading and thinking about organisations, services and change. Participants will gain insights from connecting with other providers and exploring conceptual and creative tools and practices which can be applied in the work place.

## What's involved?

These one-day seminars can be booked as a series or on a mix-and-match basis. They will be run as open programmes at regional and sub-regional locations for two, three or more ACL providers to enable multi-agency shared learning across provider boundaries. Dates and locations can be found on the last page of this flyer.

## How to book

Book online at:  
[www.lsis.org.uk/enrol](http://www.lsis.org.uk/enrol)

The fully inclusive price of each seminar is £100 including VAT, per delegate, with generous support from a Development Fund. Early registration is advised as only a limited number of seminars can be run.

## Subsidies

Subsidies are available for under-represented groups to meet our equality and diversity commitments. Find out if you are eligible for a subsidy at:

[www.lsis.org.uk/subsidypolicy](http://www.lsis.org.uk/subsidypolicy)

## Who's it for?

- Strategic and operational leaders and managers.
- Participants involved in implementation.
- Participants who bring similar and different perspectives.

## Contact us

Tel: **0870 211 3434**

Email: [hottopics@lsis.org.uk](mailto:hottopics@lsis.org.uk)

Web: [www.lsis.org.uk/hottopics](http://www.lsis.org.uk/hottopics)

## Adaptive Leadership in Troubled Times

This seminar introduces Complex Adaptive Systems and explores how the simple rules of complexity thinking improve problem solving, inspire learning and are an effective way to support adaptive leadership in these uncertain times.

09.00	Registration and coffee
09.30	<p><b>Morning session</b></p> <p><b>Key Themes</b> <b>What is our current reality of leadership within the context of adult community learning (ACL)? Why do we need new models of leadership?</b></p> <p>Understand the bigger picture for deliverers of public services.</p> <p>Introducing a new model of leadership: Complex Adaptive Systems.</p> <p>Group activities to explore the simple rules of Complex Adaptive Systems and observe these in practice.</p> <p>Introducing models of complexity to support working with uncertainty in troubled times. How does complexity differ to chaos?</p>
13.00	Lunch
13.45	<p><b>Afternoon session</b></p> <p><b>Practising Adaptive Leadership</b></p> <p><b>How can we combine our current perspective with a complex adaptive systems perspective?</b></p> <p>Small group discussion to encourage divergent inter-woven, common understanding and alignment in thinking to emerge.</p> <ul style="list-style-type: none"><li>• How can I use complexity to influence strategies – upwards and outwards to secure support for ACL?</li></ul> <p><b>Conclusions and review of the day</b></p>
16.30	Close

## Unleashing the Creativity of Your Team

This seminar aims to generate the creative energy needed for teams to succeed in coping with continuous change. It will provide the space to create momentum and excitement to unleash ideas and help groups reach a shared understanding about specific challenges they are currently facing in adult community learning (ACL).

09.00	Registration and coffee
09.30	<p><b>Morning session</b></p> <p><b>Key Themes</b>  <b>How can we liberate adventurous, conceptual ideas so that we can inspire creative responses to the new agenda: new delivery models, systems structures and processes?</b></p> <p>How can creativity make a difference to our team at both strategic and operational levels?</p> <p>Explore the key characteristics of creative people. Understand how creativity demands an entirely different kind of energy from that used in normal rational thinking.</p> <p><b>Introducing Green, Red and Blue thinking to enable effective team-forming:</b></p> <ul style="list-style-type: none"> <li>• Green: divergent opening out to all possible ideas</li> <li>• Red: getting and communicating information about them</li> <li>• Blue: convergent closing down evaluation</li> </ul>
13.00	Lunch
13.45	<p><b>Afternoon session</b></p> <p><b>Practising organic (not engineered) creative techniques; building a culture of collaborative creativity using storytelling, metaphor, rich pictures, laughter, and intuition.</b></p> <p>Understand the difference between creativity and innovation to ensure our ideas survive. Group discussion to explore:</p> <ul style="list-style-type: none"> <li>• How can we encourage and support creativity, innovation and entrepreneurship in our team?</li> <li>• How can we deliver services more creatively through partnership and collaborative working on the ground?</li> <li>• How can we get better at sharing good practices without coming up against the 'Not Invented Here' syndrome?</li> </ul> <p><b>Conclusions and review of the day</b></p>
16.30	Close

## Leading the Learning Revolution

This seminar will explore the implications for adult community learning (ACL) in response to the Government’s White Paper, ‘Leading the Learning Revolution’. It will be organised as an informal café environment – a space to have conversations, share experiences, knowledge and different perspectives.

09.00	Registration and coffee
09.30	<p><b>Morning Session</b></p> <p><b>Key Themes</b>  <b>What are the key challenges we are facing in our team(s) when leading the learning revolution initiative?</b></p> <p>How can we work together to champion change and permit breakthroughs in our thinking in order to speed up the processes of change on the ground?</p> <p>Engaging with some practical know-how to support the messy, frustrating and costly-in-effort process of driving through the change agenda.</p> <p><b>Working with Green, Red and Blue thinking to develop self awareness:</b></p> <ul style="list-style-type: none"> <li>• Green: divergent opening out to all possible ideas</li> <li>• Red: getting and communicating information about them</li> <li>• Blue: convergent closing down evaluation</li> </ul>
13.00	Lunch
13.45	<p><b>Afternoon session</b></p> <p><b>Creating a micro-climate of the world café to create a breakthrough. The proposed questions aim to stimulate knowledge sharing in small groups.</b></p> <p>Explore questions that matter and gain understanding that knowledge emerges in response to compelling questions where everyone’s contribution is encouraged. Share collective discoveries; listen together and notice patterns.</p> <p>Where do we go from here?</p> <p>How can we build and use extended networks of influence to ensure that local people, staff and other agencies are involved in leading the learning revolution?</p> <p><b>Pause for reflection and conclusions</b></p>
16.30	Close

# Seminar Dates & Locations

	Adaptive Leadership in Troubled Times	Unleashing the Creativity of Your Team	Leading the Learning Revolution
<b>South West</b>			
Taunton - Taunton Vale Golf Club	8th Feb	5th March	22nd March
<b>London and the South East</b>			
London - Kensington Close Hotel	11th Feb	10th March	25th March
<b>East of England</b>			
Ipswich - IP City Centre	12th Feb	11th March	26th March
<b>East &amp; West Midlands</b>			
Leicester - Ramada Jarvis	4th Feb	25th Feb	17th March
<b>North West, Yorkshire &amp; The Humber</b>			
Leeds - Ramada Jarvis Leeds North	3rd Feb	24th Feb	16th March
<b>North East</b>			
Newcastle - Dissington Hall	2nd Feb	23rd Feb	15th March
<b>Total Number of Seminars</b>	6	6	6

## In-House:

The dates listed above can also be made available for those wishing to hold an In-House Hot Topic Seminar. In this case, the cost will be £2,000 reduced to £1,000 including the LSIS development fund, as the ACL provider will supply the venue and hospitality.

To discuss in-house options call:  
**0870 211 3434**

Additional dates are available for Hot Topic Seminars, subject to demand.

## How to book

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