



DEVELOPING EXCELLENCE AMONG LOCAL AUTHORITY LEADERS

Providing value for money to the public is more dependent upon the knowledge and skills of staff than any other factor.

TDP Development, a training and development consultancy that has specialised in working with local government for 20 years, can help local authorities develop excellence among managers and leaders. TDP Development has worked with Councils devising effective policies, processes and tools for the recruitment, selection and development of leaders and managers.

Read on to discover how you can achieve similar results.

Create Competency Frameworks

Defining excellence in performance is the key to helping people deliver first class public services. TDP Development use cutting edge techniques to do this and design competency frameworks. These ensure that reliable and fair performance management and assessment processes can be used for a variety of purposes. These include recruitment and selection, performance review and development in line with comprehensive performance assessment and best value reviews, self managed learning, competence audits and organisational review and development.

Competency frameworks can cover the whole organisation, focus on a critical function or a specific role. The process of creating a competency framework is forward thinking and strategic, building on knowledge of current best practice. It is integrated with your vision of what excellent performance should be like in Councils of the future. TDP Development involves managers and leaders and elected members in the process. Their understanding and commitment to the framework is vital if the investment is to pay dividends.

Frameworks draw on psychometric and behavioural assessment strategies ensuring decisions are based on valid and reliable judgements of both the current and potential competence of the applicant.

Reliable Recruitment Tools

Assessment centres are an effective way of evaluating candidates for recruitment or promotion. They are used to select people for a wide range of roles, from first line staff to senior management and leadership positions. They consist of exercises or simulations based on situations that staff typically come across as part of their job.

The aim of the centres is to observe and assess participants' behaviour objectively so the best person is selected for the job. Decisions can be based on observing behaviour rather than theoretical answers to hypothetical questions alone. When combined with information from more traditional sources such as the CV and interview, this approach provides a powerful and reliable recruitment tool.

Candidates' behaviour is assessed against competencies defined as essential to the role they are applying for. Psychometric tests and interviews can be included.

Before TDP Development start designing the centre, their consultants review the plan and the budget to ensure that every penny is invested at the most effective point in the process. If TDP Development feel that an assessment centre will not be appropriate they will explore other methods of recruiting effectively. TDP Development always develop a competency framework for the role(s) to be filled working closely with the client organisation and agreeing the kind of background scenario and exercises that will be most effective.



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Bespoke Services

All our centres are tailor-made. Exercises include one to one meetings, group meetings, in-tray exercises and presentations. The centre can reflect every aspect of your business for example, presenting financial information in case studies in the way it is presented in-house or including the implications of recent policy initiatives.

TDP Development provide trained assessors to observe the candidates in the simulations. Great importance is also placed on training key decision makers from your organisation to work on the assessment process, observe candidate performance first hand and to take responsibility for the final decisions.

Contact TDP Development to find out how you can recruit high calibre managers and leaders who will improve the delivery of your public services.