

CASE STUDY



THE PRE-SCHOOL LEARNING ALLIANCE IS THE LARGEST EARLY YEARS MEMBERSHIP ORGANISATION AND VOLUNTARY SECTOR PROVIDER OF QUALITY AFFORDABLE CHILDCARE AND EDUCATION IN ENGLAND

ESTABLISHED IN 1961, THE ALLIANCE IS AN EDUCATIONAL CHARITY THAT DELIVERS CARE AND LEARNING TO OVER 800,000 FAMILIES EVERY YEAR

Objectives

In 2008 the Alliance wanted to engage all key stakeholders in developing the future strategy of the Charity.

Ithaka was asked to assist in facilitating large groups of trustees, managers and stakeholders to gain their input into what the future strategy of the charity should be.

We were also asked to provide support to managers, who were responsible for implementing this strategy.

Outcome

From this objective, came the design and delivery of the Ithaka *Leadership Capability Programme*, which is recognised as accredited work based learning.

It also rewards individuals with a formal Coventry University Management Qualification.

The 6 day LCP is spread over 8 months and it focusses on the following areas;

- ➔ Developing effective working relationships
- ➔ Improving Self and time Management
- ➔ Developing leadership capability

- ➔ Performance management through supervisions, delegation and coaching
- ➔ Marketing and commercial awareness
- ➔ Managing change

The results have been outstanding and LCP has been completed by 130 managers throughout England.

Ofsted said; "Leadership and management are good. The board of trustees offers excellent strategic direction and senior managers provide very effective operational management."

Investors In People also praised the charity for its 'strong leadership and management' as well as its 'effective training and development programme'.

Neil Leitch, CEO of the Alliance said;

"In partnership with Ithaka and Coventry University, the Alliance has invested in a leadership and management programme that's already playing a major part in our drive for continuous improvement in our staff and services provided, in particular the quality of provision in its nurseries."



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