

## Brief update on revised options for IJB Development

**Coaching:** Coaching will continue as planned

### Development Days planned pre-COVID

Here is what we had previously agreed:

1. A half day with the IJB and Sandra's senior team on Strategic and Operational boundaries and expectations
2. Full day - Day 1 of the Introduction to Conversational Intelligence
3. A full day on Handling Conflict and Difficult Conversations
4. And a full day on Leading Change

### Recent discussions in the light of COVID

1. A half day with the IJB and Sandra's senior team on Strategic and Operational boundaries and expectations.  
It feels that this remains an important day and the proposal is to leave it until early 2021 in the hope that we can have this face to face. The size of this group could be up to 40. The alternative is to do it over a number of small group discussions, but it is likely that there would still be a need for a whole group conversation, so that would require additional time.
2. Full day - Day 1 of the Introduction to Conversational Intelligence.  
This has been recently delivered successfully over 4 x 1.5 hour sessions for another client organisation. Due to the size of the board (around 20) it is thought the best way to deliver this would be to run 2 cohort which would take the group maximum down to 10; and would offer the benefit of people having more choice about dates.  
There was a thought that one of the groups running in an evening timeslot might make diary management available for some; but this would need to be the consensus of the IJB, or we would go with two day-time cohorts. We anticipate this would run weekly from early November until mid December as follows. I have utilised 10<sup>th</sup> November as you already have that on your calendars.

	Week 1	Week 2 – 10 <sup>th</sup> November	Week 3	Week 4	Week 5
Session	1	2	3	4	
Session		1	2	3	4

It would be critical to attend all 4 sessions as it is too disruptive to the flow of the learning if someone misses a session and can't understand the activities of week 4 for example because they missed week 3.

3. A full day on Handling Conflict and Difficult Conversations. The discussion is to leave this into February and decide by then if it is possible to do it in an on site session; or similarly over 4 x 1.5 hour sessions.
4. In the light of the significant change the Board has recently led, it was felt that a day on Leading Change was less useful now. So we were asked to look at whether or not we can use the remaining time available could more usefully focus on consolidating the learning of the Board to date; and additionally accommodate some work around a learning framework as a legacy for future Board members as you think about Succession Planning. This could

include pulling together some work specific to the Induction of Board members, the feasibility of a buddy system for new members, and a summary or signposting to some materials used. We are happy to look at this within existing resources if this would be useful to the Board.

### **Decisions to be taken**

1. Agree C-IQ Introduction as 4 x 1.5 sessions
2. Agree to leave half day on Strategic and Operational clarity to beginning of 2021 (Jan/Feb)
3. Agree to leave Day on Handling Conflict and Difficult Conversations until Feb/March 2021
4. Agree to use any balance of time to provide a Learning Framework as described in 4 above.

With these agreements we will move to confirm dates as quickly as possible. We will schedule dates for the C-IQ sessions now simply to enable calendars to be confirmed due to the challenge of scheduling busy diaries.

Martha Simpson

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