

## **HAMBLETON DISTRICT COUNCIL**

**Report To:** Cabinet  
5 September 2017

**Subject:** COACHING AND LEADERSHIP DEVELOPMENT PROGRAMME

**All Wards**  
**Leader: Councillor M S Robson**

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### **1.0 PURPOSE AND BACKGROUND:**

- 1.1 The purpose of this report is to bring to Cabinet's attention the creation of a new staff development programme, and to seek authority for the costs to be incurred in its implementation, and a waiver of the Council's Procurement Procedure Rules.
- 1.2 As part of the Council's wider staff development programme it has been identified that staff with managerial and/or supervisory responsibilities would benefit from a programme which seeks to develop their skills in Leadership and Coaching. It is proposed to offer to relevant staff the opportunity to study for a Diploma/Master's Degree in these subjects. Relevant staff would participate in an Institute of Leadership and Development Coaching Diploma which, upon completion, would entitle staff to continue studying for a Master's Degree in Coaching and Leadership run by Teesside University. The course would provide skills in areas such as Entrepreneurial Leadership and Managing Innovation, and comprise a Signature Leadership Project.
- 1.3 The initial Coaching Diploma is anticipated to take 2 years and will commence in September 2017. Following completion of the Diploma it will then take an additional 12 to 18 months to obtain the Master's Degree. As well as promoting staff development, it is expected that the Council will benefit from the experiences gained by those completing the course, as they develop their strategic and executive coaching skills, and their leadership abilities. In turn this will see the growth of management capability, which is likely to have a long lasting positive effect on performance.
- 1.4 The course is provided (in partnership with the Academy of Leadership and Management and Teesside University) by the Institute of Leadership and Management (ILM) and this is the one of the first, if not the first, provider to offer these qualifications by distance learning. In addition, the flexible customised learning solution delivers a unique blend of executive coaching and work based learning which is not available in this format by other providers. It is this unique blended approach which meets the Council's requirements and aspirations.

### **2.0 APPLICATION TO WAIVE PROCUREMENT RULES**

- 2.1 Under normal circumstances a procurement exercise would be carried out and tenders sought before awarding any contract under the Council's Procurement Procedure Rules. However, ILM (and its partners) are presently the only organisation providing these qualifications in these areas by distance learning in such a flexible way.
- 2.2 There is provision in the Council's procedure rules (as set out in the Procurement Manual) for Cabinet to provide an exemption to the Council's procedure rules in exceptional circumstances. A waiver of the procurement rules may be agreed by Cabinet, if they are satisfied, after considering a written report, that the waiver is justified because:
  - (i) The nature of the market for the works to be carried out for the goods or services to be provided has been investigated and is demonstrated to be such that a departure from the requirements of the Procurement Procedure Rules is justified;

- (ii) The contract is for works, goods and services that are required in circumstances of extreme urgency that could not reasonably have been foreseen;
- (iii) The circumstances of the proposed contract are covered by legislative exemptions;
- (iv) The goods are proprietary items and no satisfactory alternative is available;
- (v) Requirements are needed to match a partial replacement or an addition to existing goods or installation;
- (vi) There are other circumstances which are genuinely exceptional.

2.3 Any exemption must be justified on the basis that in the particular circumstances of the case it will deliver Best Value for the Council.

2.4 This report requests Cabinet to approve a waiver of the Council's procurement rules on the basis that there are circumstances which are genuinely exceptional (point 2.2vi above), namely that there is only one provider which can provide the service and, therefore, best value.

### **3.0 LINK TO COUNCIL PRIORITIES:**

3.1 This links to the Council's Core Foundations, namely developing the skills and abilities of officers throughout the organisation and providing excellent training opportunities.

### **4.0 RISK ASSESSMENT:**

There are no significant risks associated with this report.

### **5.0 FINANCIAL IMPLICATIONS:**

5.1 The cost per delegate in completing the Coaching and Leadership course (i.e. the Diploma and Master's Degree) is £10k plus VAT. It is anticipated there will be a maximum number of 12 delegates, thus giving a total cost in the region of approximately £130,000.

### **6.0 LEGAL IMPLICATIONS:**

6.1 There are no legal implications associated with this report.

### **7.0 EQUALITY/DIVERSITY ISSUES**

7.1 Equality and Diversity Issues have been considered. However there are no issues associated with this report.

### **8.0 RECOMMENDATION(S):**

8.1 That Cabinet approves:

- (1) the allocation of £130,000 for the Coaching and Leadership Diploma/Master's degree; and
- (2) a waiver of the Council's Procurement Procedure Rules.

DR JUSTIN IVES  
CHIEF EXECUTIVE

<b>Background papers:</b>	None
<b>Author ref:</b>	GN
<b>Contact:</b>	Gary Nelson Director of Law and Governance 01609 767012