

## **Leadership network day**

The Leadership Network Day, held at Rich Mix, on 15 November brought together representatives of the CLP networks for the first time. The day was an opportunity to share early learning, to look at areas of cross network development, to discuss the Cultural Leadership Programme's approach to evaluation and how the wider network might develop.

The day was facilitated by Rose Fenton, former Director of LIFT and Tessa Brooks, NHS coach and author of the CLP's scoping report on Coaching and Mentoring.

After a brief introduction by Director, Hilary Carty and a presentation by Tessa Brooks which developed some thinking around leadership, more personal experiences were offered.

Geraldine Collinge, Director of Apples and Snakes and a member of Friendly Literature Organisations (FLO), gave a highly personal take on the formation of her network. FLO has moved from being a group of friends leading literature organisations to a more structured network which would allow its constituent individuals and their organisations to share their ideas and develop their leadership skills through individual programmes of development.

They have already benefited from a retreat which enabled FLO members to understand their leadership needs. She spoke about the responsibilities of moving from being a self generated network to being funded and how this changed the dynamic of the network, bringing a sense of a wider responsibility for sharing the learning.

Sharing his experiences of being part of the Liverpool Hub, Director of the Bluecoat, Alastair Upton described the formation of the network, which had developed out of the networks behind the successful City of Culture 2008 bid. The CLP funding had encouraged them to create a laboratory for cultural leadership. The network, which included a diverse range of leaders from directors to senior managers, now met regularly and had targeted coaching as one of the early leadership development priorities.

The afternoon was spent in the discussion of the overall evaluation strategy of the Programme and a presentation by FPM's Kevin Ford, about the approach of the two Library Future Leaders networks. Nicola Turner, Manager for the CLP Work based Opportunities strand, stressed the importance of finding creative ways in which to make evaluation an integral part of the activity of the networks. The day concluded with a keen appetite for future exchange of ideas and approaches.