

trainingnews

Passionate about learning

Spring 2009, Vol 1 Issue 4



Community Grants now available

Raising the standard of teaching
Lifelong Learning UK

Community Grants

Voluntary and community sector organisations in Yorkshire & the Humber:*
* 8 or less employees and an annual turnover of not more than £300,000

Can you help unemployed people move closer towards work through training?

Grants up to £12,000 are available

Simple application process

Contact your local group for further information:

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North Yorkshire Learning Consortium: 01423 799100
West Yorkshire Learning Consortium: 0113 2453111

European Union
European Social Fund
Investment for Growth and Jobs

nlsc

www.hlc-vol.org

trainingnews

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"HLC will assist the voluntary & community sector in fostering social cohesion through learning based solutions"

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NEXT DEADLINE
12 June 2009

Passionate learning in your community

Humber Learning Consortium is "passionate about learning" and how it can be used to develop and build the confidence of local communities in the Humber Sub-Region.

HLC is helping to make a difference in your community through the delivery of the following projects:

Community Grants

These grants of between £2,000 and £12,000 are focused on supporting smaller VCS organisations in the Yorkshire & Humber area who do not currently access mainstream government funds. Groups must meet the following small criteria in order to be eligible:

- employ 1-9 full time equivalent members of staff
- not have a turnover of more than £300,000
- organisations must have a constitution and a bank account in their organisation's name

Visit our website www.hlc-vol.org/ commgrants to download an application pack, or for more information contact HLC on 01482 327438 or email: community-grants@hlc-vol.org

Personal & Community Development

A small LSC mainstream contract delivering learning for enjoyment throughout the Humber. Delivered by VCS orgs to the most disadvantaged learners. Contact Richard Pyka email: pykar@hlc-vol.org

Neighbourhood Learning for Deprived Communities

This key mainstream LSC contract supports the development of the most deprived learners and communities. With an increasing focus on developing learner's employability and personal development, contact Richard Pyka email: pykar@hlc-vol.org

Not In Education Employment Or Training (NEET)

An LSC/ESF funded initiative focused on reducing the number of young people in the East Riding of Yorkshire who are NEET. 16-18 Activity is presently being delivered in Bridlington, Haltemprice and Withernsea and delivered by East Riding Training Services and East Riding College. One cohort of learners have now completed a very successful programme in Bridlington, with excellent results. 14-16 activity is due to start in Bridlington during April 2009. Contact Heather Jameson email: jamesonh@hlc-vol.org

Adult Engagement

LSC/ESF funded activity focused on supporting the most disadvantaged 19+ learners through a wide range of accessible accredited and non accredited learning. They are delivered by a variety of public, private and VCS orgs throughout the Humber. Contact Heather Jameson email: jamesonh@hlc-vol.org

Information, Advice & Guidance (IAG)

With the significant barriers faced by many learners, as well as a complicated choice of progression opportunities, it is important to support learners with quality IAG. This LSC/ESF funded initiative supports all post 19 learners on LSC/ESF funded provision in the Humber. Again delivered by a variety of public, private and VCS organisations, contact Heather Jameson email: jamesonh@hlc-vol.org

Humber Skills

This is a key initiative funded by the Big Lottery for 3 years to develop the capacity of VCS organisations offering a range of services including diagnosis of organisations and Managers and Trustees capacity, direct funding support for training and Learning Solutions and information service for VCS orgs in the Humber. Contact Vickie Walker or Dave Edeson email: walkerv@hlc-vol.org or edesond@hlc-vol.org



Disclaimer: The information contained in this newsletter is printed in good faith. Whilst every care is taken to ensure that it is correct HLC cannot accept liability for any omissions or inaccuracies and does not take responsibility for the quality of any services mentioned.

Politicians asked to pledge support for the sector

• Support the voluntary sector to make Yorkshire & the Humber a great place to live. That's what politicians from all parties across the region are being asked in a new VCS Manifesto.

The Regional Forum launched the "VCS Manifesto for Yorkshire and the Humber" at its Annual General Meeting in January this year. Produced by the Forum following consultation with its members, it outlines how political support can enable voluntary and community organisations (VCS) to make an even bigger contribution to the region.

Its purpose is to influence and shape manifestos of political parties for the next general election. It will build relationships, understanding and support for the VCS amongst Councillors, MPs and prospective Parliamentary Candidates. The commitments in the manifesto will create an environment for a thriving third sector, which is included

as an indicator in many of this region's Local Area Agreements.

Specific commitments that politicians are being asked to sign up to include:

- The VCS is involved in partnership and planning
- 100% of Lottery funding goes to the VCS
- Government to continue the provision of publicly funded advice centres
- Balance economic, environmental and social goals in all programmes
- An induction on the VCS for public sector workers involved with the sector
- Commissioners use the Office of the Third Sector's 8 intelligent commissioning principles

- Consistent financial support for volunteer centres
- Underpin all policies with the principle of inclusion

The Manifesto will be promoted throughout the region to politicians and public agencies. There will be no sub regional events to publicise the document and encourage VCS organisations to use it to support their local work. The Manifesto will be reviewed in the summer to make sure it is up-to-date with sector thinking and the commitments are still appropriate.

Printed copies of the Manifesto can be obtained from the Regional Forum on 0113 394 2300 or download in pdf format from www.regionalforum.org.uk

Adult learners week 2009

Adult Learners' Week takes place from Saturday 9th May to Friday 15th May 2009, marking its eighteenth year. It is a wonderful celebration of the energy and inspiration that adults bring to their learning, and aims to encourage more and different adults to take up learning, individually, in groups or as a family.

Various events and taster sessions are held across the country during Adult Learners' Week which inspire thousands of people to take up learning each year, whether it is learning a new skill, learning for fun or catching up on learning missed at school.

For further information please visit www.niace.org

Volunteers week

Volunteers' Week is a national celebration of volunteers and volunteering which takes place from 1 – 7 June of each year. It plays a huge part in raising the profile of England's 22 million volunteers while encouraging others to get involved.

During Volunteers' Week there is a burst of activity as events take place across the country to increase awareness of the UK's volunteers. Volunteer managers organise events to publicly thank their volunteers and highlight their contribution to local groups and the wider community, while individuals are encouraged to use the Week to find out more about volunteering.

Everyone is invited to join this national celebration of volunteering, it's up to you to decide exactly how you join in.

Find out more by visiting the website www.volunteersweek.org.uk

Can you show your funders you're worth it?

With difficult economic times leading to more competition for scarcer funding, there is likely to be even greater need for organisations to show how their work makes a difference. This could be a particular challenge for support agencies which, in

contrast to many frontline organisations, are not always able to demonstrate immediate, visible impact.

Charities Evaluation Services (CES) is conducting a major study to examine what support organisations need to better demonstrate

the difference they make. Findings and recommendations will be released soon. In the meantime please point your browser to www.improvingsupport.org.uk/performance for further information.

Silver surfers' day 2009

On Friday, May 15th, 2009, there's an opportunity to join a huge national, annual celebration of older people's activities on the Internet.

By planning a simple 'taster' Event, you can actively invite local older people - to your office, library, school, museum, community centre etc - to have a good 'first-taste' of online life in a convivial atmosphere. (By 'older' we mean anyone from 50 to 110+; we've had 100 year olds learning successfully.)

Above all, do you fancy getting ahead with organising your 2009 Event? All you need is one broad-

band connected computer and someone willing to be a 'tutor for a day'.

You could even attend a workshop near you, to help you brainstorm the logistics of holding an Event, meet like-minded others in your locality and have a chance to explore other aspects of media literacy within communities. Information on workshops around the country is here.

For more information please visit the Silver Surfers website at www.silversurfersday.co.uk/ssd

Celebrate learning!

After the hugely successful HLC Celebration of Learning Awards held in November 2008, HLC is delighted to announce that this year's awards ceremony will take place on the 12th November 2009 at the KC Stadium.

Hull City FC Chairman, Paul Duffen, will present the awards to the learners.

Beat the credit crunch!

The credit crunch may be of some concern to you and your voluntary organisation, however with services, support and funding a plenty, the third sector may just be the place to be during this economic downturn.

Recent funding announcements from HLC and CERT bring a refreshing change to the region after doom and gloom headlines of recent

weeks. The continuing development of HLC's "Virtual Learning Environment" providing a sustainable cost effective platform for VCOs to collaborate, share provision and documentation and upload courses online. Humber Skills magazine showcases the latest funding information - contact Dave Edeson at HLC. And don't forget the Learning Diary! FREE or low cost courses running in your community.

Community Grants to help unemployed people get back to work

Humber Learning Consortium has launched a brand new fund for small voluntary and community groups who provide learning opportunities that help unemployed people get back into work or training.

Community Grants are funded by the Learning and Skills Council and the European Social Fund until September 2010 and are available throughout the region.

Grants of up to £12,000 are available, however groups must also meet the small criteria in order to be eligible:

- employ 1-9 full time equivalent members of staff
- not have a turnover of more than £300,000
- organisations must have a constitution and a bank account in their organisation's name

targeted at the following priority groups:

- People with disabilities and health conditions
- Lone parents
- People aged 50 and over
- People from ethnic minorities

Community Grants activities could include:

- Initial help with basic skills
- Taster work experience (including voluntary work)
- Training advice and guidance
- Job search assistance
- Debt counselling

To apply for a grant an application form must be completed. Applications can be submitted at any time until March 2010.



tium will endeavour to provide as much support as it can to help groups through the application process. Application packs are available by visiting www.hlc-vol.org/commgrants alternatively contact HLC on 01482 327438, or email communitygrants@hlc-vol.org

Alison Clark pictured at the launch of Community Grants

Community Grants are

Humber Learning Consor-

Money matters

Community Economic Regeneration Team Ltd have been successful in securing £490,938 from the Big Lottery BASIS fund for its Money Matters project. The project, in partnership with eight organisations including Hull CVS, Voluntary Action North Lincolnshire, East Riding Voluntary Action Services and Humber Learning Consortium, will help local VCS groups engage with private sector companies to encourage them to offer pro bono financial assistance through finan-

cial management expertise, fundraising activities and in kind support.

Neil King, Director, Community Economic Regeneration Team, said: "This funding represents a major move forward for the third sector in the Humber. We will now be able to build the capacity of the development agencies in the area to respond to the financial needs of their clients in a new and challenging environment. As well as this we will also link

frontline organisations to partners in the private sector to make sure that high quality financial expertise is available on a sustainable basis well into the future. Without BASIS funding none of this could have happened leaving third sector organisations vulnerable."

For more information please contact CERT on 01469 572313.

Modernisation fund

Capacitybuilders and Futurebuilders will work together in partnership to deliver the £16.5m Modernisation Fund element of the Government's £42.5m initiative to help the third sector through the recession. The Modernisation Fund - launched as a key part of the Government's action plan for the third sector - will help organisations become stronger and more resilient to the impact of the recession

Capacitybuilders will launch its part of the programme in early summer 2009 - offering smaller grants to third sector organisations to assist them with the purchase of business support to help explore the benefits of collaboration, merger, restructuring. From April 2009, Futurebuilders will invite loan applications from larger third sector organisations with a primary focus on mergers, and activities related to the financial and capacity issues associated with these.

Funding across the Modernisation Fund will be targeted at organisations working in areas at most risk of being affected by the economic downturn and specialise in providing services of particular importance to communities during a recession, including family support, debt advice and counselling and tackling homelessness.

For more information, please visit our website www.capacitybuilders.org.uk

Evaluative writing skills for self assessment and observation of teaching & learning (otl)

This training course was successfully delivered twice in 2008 and is now being held again due to high demand.

Who should attend?

Quality managers, curriculum leaders, team leaders and course leaders who contribute to an area or organisations self assessment process and report, these skills are also useful for observers making judgements about teaching and learning.

The objectives and outcomes of this course are:

- How to recognise descriptive statements
- How to write evaluative statements
- How to develop a vocabulary of evaluative words
- How to make your self assessment report & OTLs evaluative and judgement rich
- How to enhance the accuracy of judgements made for self assessment and OTL's



By the end of the course participants will be able to:

- Develop the high order skills of writing evaluative statements.
- Delegates will know the difference between descriptive and evaluative statements. This course can be recorded as part of your annual CPD requirements.

The programme is delivered by Helen Groves – CEO for Humber Learning Consortium and a very experienced senior manager of teaching & learning. She has a wealth of experience of inspecting colleges, prisons; work based learning providers, Job Centre Plus and Adult & Community Provision. Helen has also reviewed Teaching & Learning as a QAA reviewer.

Comments from previous delegates:

“A definite sugar rush, very informed and imaginative tutor”

“Very interesting I have learned more than I thought I would”

“A light bulb moment”

To book a place please contact Diane Patrick on 01482 327438 or alternatively email patrickd@hlc-vol.org This half day information session is £10 to contract delivery partners all others the cost will be £35.

Click on

• In our regular feature on useful websites for Humber voluntary organisations, HLC's Andy Crossland takes a look at five more that could be well worth bookmarking...



www.thirdsector.co.uk

This site is the internet companion to “Third Sector”, one of the most popular magazines for people working within the UK voluntary sector. At first glance the website seems to offer a fairly brief overview of news items. However, by registering (free of charge) you can gain access to more in-depth articles and regular news feeds about key issues facing the sector.

www.yhregforum.org.uk

As well as its news section, the Yorkshire & Humber Regional Forum's website is particularly good for its range of briefing articles, which are especially useful for voluntary sector staff involved in policy work at local, regional, or even national levels. The research channel on the website has papers on subjects such as the sub-national review (City Regions), the compact, and the regional economic strategy. If you work in a strategic role, or are seeking a broad overview of key drivers in the sector, then this may be a website to bookmark.

www.hlc-vol.org

HLC's website has been totally revamped in the last 12 months and now features a regular flow of news items of relevance to Humber voluntary organisations. The site continues to grow and develop, but still includes our searchable databases where you can look for courses in your local area, identify suitable training venues, locate a trainer / consultant, or even find a new job in the regularly updated voluntary sector vacancies section. The next stage of development later this year will see the launch of virtual learning environments (micro-websites) that enable partner organisations to create on-line learning communities for beneficiaries, volunteers and staff.

www.statistics.gov.uk/default.asp

Ever looking for facts and figures to use in funding bids or grant applications? You could do worse than start at the UK government's national statistics website. The “neighbourhood” section allows users to drill down to ward and even super output levels (literally a couple of

streets) to explore demographic information from the latest census. If you need to find out about a local community's health, employment and educational profile, or if you're just interested in finding out more about the area you live in, this is an interesting and informative website.

www.cabinetoffice.gov.uk/third_sector.aspx

The Office for the Third Sector (OTS) carries lots of information of relevance to voluntary organisations. Here you can find out more about the latest government funding schemes, or read up on important policy priorities such as social enterprise, consortium working, charity innovation and intelligent commissioning. There's quite a lot here because the government machinery produces a regular flow of initiatives, consultation papers and new legislation. As a result the OTS website is well worth bookmarking and checking on a regular basis.

Raising the standard of teaching

• Lifelong Learning UK - Skills for learning professionals

The General Professional Recognition Learning and Skills (England) scheme is designed for experienced and competent teachers, tutors and trainers in the FE/learning and skills sector who do not hold an accepted teaching qualification, but can demonstrate that they meet the new overarching professional standards for teachers in the sector. Successful applicants are recognised according to the requirements established by The Further Education Teachers' Qualifications (England) Regulations 2007.

What are the benefits of gaining General Professional Recognition?

Successful applicants can begin the process of professional Formation and go on to apply for the status of either Qualified Teacher Learning and Skills (QTLS) or Associate Teacher Learning and Skills (ATLS). These are the new licences to practise and are conferred by the Institute for Learning (IfL). Additional benefits to achieving Recognition as cited by successful Recognition applicants include:

- Improved employment prospects
- Increased job security
- Motivation in career development
- An opportunity to reflect on their experience and develop a clear picture of competence

What will the application process involve?

Applicants will need to describe their skills and experience. They will be expected to:

- Demonstrate a high level of pedagogical and specialist subject knowledge
- Show how this knowledge underpins their professional practice
- Demonstrate reflection on professional

practice

- Provide two detailed testimonies from appropriate referees
- Provide evidence of their engagement in CPD

Adjudication process

All completed applications are scrutinised by adjudicators who have been drawn from across the sector and who have been selected on the basis of their experience of external review and accreditation, as well as for their knowledge and experience of teaching and learning issues. Outcomes are notified to applicants within 12 weeks.

Who can apply for General Professional Recognition?

There are three routes to Recognition: GPRLS Skills for Life

Is open to applicants who:

- Can demonstrate currency of practice in the full teaching role as a literacy, numeracy or ESOL Skills for Life teacher
- Seek subject specialism and/or generic recognition.

GPRLS All Areas of Learning

Is open to applicants who:

- Must comply with the 2001/2007 Regulations
- Teach in any curriculum area
- Seek generic recognition
- Can demonstrate currency of practice in either the full or the associate teaching role.

GPRLS B4

Is open to applicants who:

- Are not required to comply with the 2001/2007 Regulations
- Teach in any curriculum area

- Seek generic recognition

- Can demonstrate currency of practice in either the full or the associate teaching role.

Detailed guidance regarding each of the routes to recognition is available in the recognition pages of the SVUK website at www.standardsverificationuk.org. It is advised that all applicants confirm their eligibility for the scheme by studying the eligibility sections of the guidance documents prior to completing an application form.

Checklist prior to applying
Are you:

- A registered member of the Institute for Learning (IfL)?
- Able to demonstrate currency of practice?

Do you have:

- An up-to-date record of continuing professional development?
- Access to two referees who are familiar with your current professional work?

To apply

Please request an application pack from the recognition team by email at recognition@svuk.eu stating your name, postal address, subject specialism and place of work. Alternatively telephone us on 0113 241 0435. Read-only versions of the application form and accompanying guidance notes are available to view or download from the SVUK website.

For further information and advice if you have further questions, please contact the LUK Information and Advice Service. Call 020 7936 5798 or email advice@lluk.org

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Independent living alright

• Andy Cook visits Hull Hostel Forum, awarded joint Provider of the Year by HLC

Hull Hostel Forum is a registered charity based in High Street, Hull. Hull Hostel Forum was established in October 1999 to address the exclusion (whether real or perceived) of hostel dwellers from mainstream educational provision.

Hull Hostel Forum set up links with hostels around the city and as a result, the Independent Living Skills Project (ILS) was developed.

Mike Wilson of Hull Hostel Forum said "The Independent Living Skills project (ILS Project) delivers accredited and vocational and also non-accredited and non vocational educational programmes to homeless people in hostels, enabling them to develop literacy, numeracy, ICT and independent living skills whilst building their capacity to live independently. These core skills are embedded through activities using creative media including music software, video and animation production and internet."

Hull Hostel Forum run three main courses:

- OCR National Skills Profile
The OCR National Skills Profile enables learners to gain accreditation for new skills and skills they already possess in areas including Information technology, media skills, practical work skills, communication skills, number skills and specific skills areas of personal interest including horticulture and arts and crafts. The programme introduces learners to accredited learning and can be used as a stepping stone into further accredited learning programmes

- Developing ICT Through Media



Developing ICT Through Media- is a non accredited introductory programme which introduces learners to ICT programmes for pleasure and as a means to improve basic skills

- Entry Level Basic Skills
Our OCR accredited basic skills programmes enable learners to achieve accreditation for numeracy , literacy and ICT at entry level

The ILS Project is now in its 10th year of delivery and continues to make a real impact in the Hull Hostel community.

Gary Gibbs who successfully took part in the ILS project said the learning "Isn't like school. The trainers give you more time and respect".

The Project is funded through The Paul Hamlyn Foundation which has been fundamental in enabling the project to move forward and achieve the results it has. Hull Hostel Forum also receive funding through HLC from The Adult and Community Learning Programme and Hull City Council which has supported us for over 10 years. The project has also received funding from DCLG through the 'Activating Places for Change' partnership with Homeless Link.

Mike continued "HLC have been a great support not

only in monitoring our delivery and our systems but also in supporting the development of our project, ensuring that we are able to maintain high quality provision and access relevant training or support highlighted in our SAR process with which HLC support has also been invaluable."

Hull Hostel Forum, along with Christ Church Bridlington, were awarded HLC Provider of the Year 2008 at the special Celebration of Learning Awards in November. Mike said "The Award was a great achievement and a fantastic reward for the hard work not only our staff and learners have put in but also the support staff we liaise with in the hostels in Hull".

Hull Hostel Forum's ILS Project will look to consolidate on the progress it has made over the last year and continue to look for ways to engage with those hardest to reach, encouraging personal development and offering opportunities to access high quality non-accredited and accredited skills provision. Mike said "We will work in the development of Hull Hostel Forum as it continues to make effective contributions to the issues and debates in housing and homeless policy and support services."

Gary Gibbs (pictured left, centre) and HLC Learner of the Year 2008 sadly passed away in March 2009. HLC wish to send their condolences to the family and friends of Gary.

The best £13.99 you will ever spend on the future of your organisation

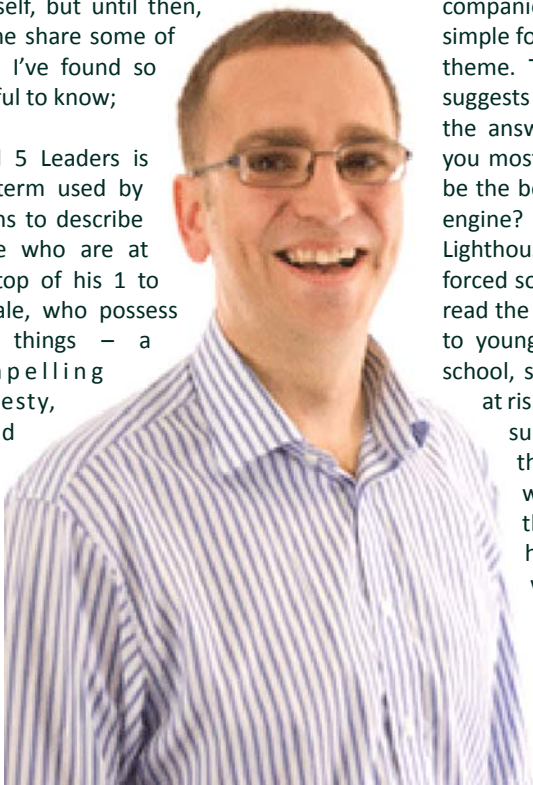
• **Tim Morfin, Chair of Trustees at Humber Learning Consortium, and Chief Executive of The Lighthouse Group (TLG), a national charity working with young people at risk of exclusion from school, shares some of the conclusions from the book 'Good to Great', Jim Collins (2001) ISBN 9780712676090**

I've never been great at reading, and as a result, I don't get through books very quickly, so they've got to be really good to get me turning the pages. Danny the champion of the world had that 'I can't wait to turn the page' effect, but I was at primary school then and that feeling has happened all too infrequently since. But five years ago, finding my feet in leading what was then a small local charity in Yorkshire, I came across one of those books – Good to Great written by a guy called Jim Collins.

When I tell you what the book is about there is a real risk that you won't read on. I'll be honest – I almost didn't get past the first page, but somehow I realised that this guy had taken some stuff that people tend to make sound complicated, and he'd made it simple. I ask you, what relevance could a study of large American Companies between 1970 and 1999, have to a small charity in Yorkshire? Well this best seller with its insight to how businesses succeeded when others fail, has apparently been bought more by those of us in the social sector, than by our counterparts in 'for profit' businesses. If you're involved in making decisions that affect the way your organisation does things, there'll be principles in this book that you'll be able to apply everyday.

I'd encourage you to get the book yourself, but until then, let me share some of what I've found so helpful to know;

Level 5 Leaders is the term used by Collins to describe those who are at the top of his 1 to 5 scale, who possess two things – a compelling modesty, and a n



unswerving resolve to do what must be done. When I read some of the examples he quotes, I genuinely felt a weight lifting from my shoulders by way of expectations. As the senior leader in a charity, I'm really conscious that there is a 'model' of leadership which revolves around a Sir Alan Sugar type character – a big personality, and to a greater or lesser extent that's what people expect. That isn't me, and so to read of successful leaders who are naturally more low key, more focused on the organisation than themselves, was quite refreshing. Yet with that modesty, Level 5 leaders have a rigorous approach which results in stopping at nothing to see the organisation succeed. And what is interesting about the studies that Collins and his team do, is that ten out of eleven of the most successful companies, were led by Level 5 leaders who were promoted from within the company. In my role as Chair of the trustee board for HLC, I'm delighted to be part of an organisation which can show a tremendous track record of bringing people through the organisation – administrators who have become project leaders, and project leaders who have become senior managers.

The Hedgehog concept was for me one of the most significant parts of the book. Drawing on an ancient Greek parable, which essentially suggests that 'The fox knows many things, but the hedgehog knows one big thing'. Studying companies who were most successful, a simple focus on one big thing was a common theme. To help establish that theme, Collins suggests that organisations need to know the answer to three questions; What are you most passionate about? What can you be the best at? What drives your economic engine? In my role as Chief Executive of The Lighthouse Group, these questions really forced some issues for us. At the time I first read the book, we were delivering education to young people at risk of exclusion from school, supported housing to young people at risk of being homeless, and youth work support to local young people around the area we were based. Realising that we had passion for transformation in the lives of 'disaffected' young people helped us focus on young people who were 'at risk'. Realising that we had a unique education service that was unrivalled by others, helped set our course to become a national charity working with young people at crisis in their education. And the economics? Well, there are so

many possible needs to meet, but we realised that unless there is a source of finance, a way to 'power the engine', we can have all the passion we want, but we're not going to build a great organisation.

A Culture of Discipline doesn't sound very inspiring, and in isolation maybe it isn't. But it's interesting that Collins compared companies who set out with a great idea which proved to be short lived, with those who set out with a great idea that was sustained. Entrepreneurial flair is widely recognised as being important to success and it makes for a great place to be – new ideas, cutting edge experiences and high energy for change. But what makes an entrepreneurial organisation sustain success? The answer according to Collins is a culture of discipline. The suggestion is that disciplined people produce disciplined thought, which leads to disciplined action. The focus on culture is interesting – that is culture, rather than tyranny! If there's a big personality senior leader, there is the possibility of using sheer force to keep everyone on task and the organisation moving forward. But Level 5 leaders do look to release the skills and talent of others, and create a culture of disciplined action.

Technology Accelerators were common to the most successful organisations. Collins observed that 'Good to Great' companies think differently about technology – they avoid technological fads, yet they pioneer the application of carefully selected technologies. And the key question they ask is, does it fit with our Hedgehog? They used it as a means of accelerating the momentum of the organisation to achieve its core focus. At Humber Learning Consortium, we've certainly utilised the technologies which accelerate progress to our core aims of enabling learning. The HLC website and online Virtual Learning Environment are very much about using technology in a very focused and purposeful way – providing the information and interaction that directly support learning and using technology to make it accessible to people in every part of the Humber.

So how big is the budget your organisation has for Learning and Development? Will it stretch to £13.99? Or are you thinking of what you could add to your birthday present list? This could be the best £13.99 you spend.

learningdiary



April. 2009

July. 2009

Please contact the providing organisation direct using the phone number shown against each entry

Local					
15/04/2009	Developing your team	CERT	01469 572313	£110 - £202	Immingham
15/04/2009	Effective appraisals	CERT	01469 572313	£110	Immingham
17/04/2009	Marketing toolkit	CERT	01469 572313	£99 + VAT	Immingham
20/04/2009	Health & safety stage 1	Trade Union Studies Centre	01482 382545		Hull
21/04/2009	Employers annual return P35	HM Revenue and Customs	0845 6032691	FREE	Hull
21/04/2009	Art of effective feedback	CERT	01469 572313	£110	Immingham
21/04/2009	Union representatives stage 1	Trade Union Studies Centre	01482 382545		Hull
22/04/2009	Introduction to VAT	HM Revenue and Customs	0845 6032691	FREE	Hull
22/04/2009	Trans awareness workshop	Gender Shift Limited	01482 441002	£50	Grimsby
22/04/2009	Union learning representatives training courses	Trade Union Studies Centre	01482 382545		Hull
23/04/2009	Effective communication	CERT	01469 572313	£179 + VAT	Immingham
23/04/2009	Employers annual return	HM Revenue and Customs	0845 6032691	FREE	Hull
23/04/2009	End of year expenses & benefits	P11D	HM Revenue and Customs	0845 6032691	FREE
23/04/2009	Union representatives stage 2 – stepping up	Trade Union Studies Centre	01482 382545		Hull
23/04/2009	Public speaking and confidence building workshop	Gender Shift Limited	01482 441002	£27 - £117	Hull
24/04/2009	Tips for bid writing	CERT	01469 572313	£99 + VAT	Immingham
27/04/2009	Introduction to bookkeeping	CERT	01469 572313	£99 + VAT	Immingham
28/04/2009	Effective budgeting and costing	CERT	01469 572313	£0 - £55	Immingham
28/04/2009	How to use the employer CD-ROM	HM Revenue and Customs	0845 6032691	FREE	Hull
29/04/2009	Monitoring & evaluation	Humber Learning Consortium (HLC)	01482 327438	£30	Hull
29/04/2009	Train the trainer	CERT	01469 572313	£202	Immingham
30/04/2009	Introduction to child mental health	Learning Centre (NHS)	01482 389254		Willerby
30/04/2009	Practical marketing	CERT	01469 572313	£0 - £55	Immingham
01/05/2009	Essential company secretary	CERT	01469 572313	£99 + VAT	Immingham
01/05/2009	ILM Award in 1st line management - level 3	CERT	01469 572313	£395 + VAT	Immingham
05/05/2009	Employers annual return P35	HM Revenue and Customs	0845 6032691	FREE	Hull
06/05/2009	Paying & expenses & giving benefits to employees	HM Revenue and Customs	0845 6032691	FREE	Hull
08/05/2009	Building esteem in children & young people	Learning Centre (NHS)	01482 389254		Willerby
12/05/2009	Anxiety management	Mindworks	01482 240134	FREE	Hull
12/05/2009	Paying your employees	HM Revenue and Customs	0845 6032691	FREE	Hull
12/05/2009	Art of problem solving	CERT	01469 572313	£99 + VAT	Immingham
13/05/2009	End of year expenses & benefits	P11D	HM Revenue and Customs	0845 6032691	FREE
13/05/2009	Trans awareness workshop	Gender Shift Limited	01482 441002	£50	Hull
14/05/2009	Marketing (reaching communities)	Humber Learning Consortium (HLC)	01482 327438	£30	Hull
14/05/2009	Statutory sick pay	HM Revenue and Customs	0845 6032691	FREE	Hull
15/05/2009	Assertiveness	CERT	01469 572313	£99 + VAT	Immingham
15/05/2009	Bullying	Learning Centre (NHS)	01482 389254		Willerby
15/05/2009	Recruitment, selection & retention	CERT	01469 572313	£95 + VAT	Immingham
15/05/2009	Statutory payments for parents	HM Revenue and Customs	0845 6032691	FREE	Hull
20/05/2009	Setting up a limited company	HM Revenue and Customs	0845 6032691	FREE	Hull
27/05/2009	Anxiety management	Mindworks	01482 240134	FREE	Bridlington
28/05/2009	Introduction to safeguarding adults	ERVAS	01482 871077		Withernsea
01/06/2009	Disability champions @ work	Trade Union Studies Centre	01482 382545		Hull
01/06/2009	Marketing on a budget	CERT	01469 572313	£99 + VAT	Immingham
01/06/2009	Trans awareness workshop	Gender Shift Limited	01482 441002	£50	Beverley
04/06/2009	Effective meetings	CERT	01469 572313	£99 + VAT	Immingham
06/06/2009	Foundation course – Halliwick concept	Halliwick Association	01377 256229	£150 - 200	Hull
08/06/2009	Paying your employees	HM Revenue and Customs	0845 6032691	FREE	Hull
09/06/2009	Calculating national insurance for directors	HM Revenue and Customs	0845 6032691	FREE	Hull
09/06/2009	Confidence and assertiveness	Mindworks	01482 240134	FREE	Hull
10/06/2009	Equality representatives training	Trade Union Studies Centre	01482 382545		Hull
10/06/2009	Introduction to VAT	HM Revenue and Customs	0845 6032691	FREE	Hull
12/06/2009	Decision making	CERT	01469 572313	£99 + VAT	Immingham
13/06/2009	Foundation course – Halliwick concept	Halliwick Association	01377 256229	£150 - 200	Hull
15/06/2009	Introduction to management	CERT	01469 572313	£95 + VAT	Immingham
15/06/2009	Separation, loss & bereavement – working with children & young people	Learning Centre (NHS)	01482 389254		Willerby
16/06/2009	Conflict resolution	CERT	01469 572313	£99 + VAT	Immingham
16/06/2009	Skills for life and the union role	Trade Union Studies Centre	01482 382545	FREE	Hull
16/06/2009	Art of persuasion	CERT	01469 572313	£95 + VAT	Immingham
18/06/2009	Corporate social responsibility	CERT	01469 572313	£175 + VAT	Immingham
19/06/2009	Trans awareness workshop	Gender Shift Limited	01482 441002	£50	Grimsby
22/06/2009	Marketing toolkit	CERT	01469 572313	£99 + VAT	Immingham
23/06/2009	Confidence and assertiveness	Mindworks	01482 240134	FREE	Bridlington

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25/06/2009 Beverley	Funding fair ERVAS 01482 871077
25/06/2009 Immingham	Working in a team CERT 01469 572313
01/07/2009 Immingham 2 days	Effective communication CERT 01469 572313
01/07/2009 Willerby	Emotional well-being - working inclusively with children & young people with disabilities Learning Centre (NHS) 01482 389254
01/07/2009 Immingham	Introduction to diversity CERT 01469 572313
01/07/2009 Hull 5 days	Union learning representatives training courses Trade Union Studies Centre 01482 382545
02/07/2009 Immingham 2 days	Presentation skills CERT 01469 572313
06/07/2009 Immingham	Introduction to health & safety CERT 01469 572313
07/07/2009 Immingham	Leadership and management CERT 01469 572313
09/07/2009 Hull	Disability discrimination act Mindworks 01482 240134
10/07/2009 Immingham	Basic employment law CERT 01469 572313
10/07/2009 Immingham 5 days	ILM award in 1st line management – level 3 CERT 01469 572313
13/07/2009 Immingham	Art of selling CERT 01469 572313
17/07/2009 Immingham	Developing confidence CERT 01469 572313

Regional	
29/04/2009 York	Action learning - an introduction SKiLD (NAVCA) 0114 289 3964
29/04/2009 Leeds	"How the region works" Yorkshire and Humber Regional Forum 0113 3942316
03/05/2009 Leeds 2 days	Essentials of communicating with diplomacy and professionalism Skillpath Seminars 0800 328 1140
05/05/2009 York 2 days	Outcomes focus Clinks 01904 673970
12/05/2009 Sheffield	Working with people with learning difficulties Voluntary Action Sheffield 0114 253 6623
13/05/2009 Sheffield	QuickBooks advanced Voluntary Action Sheffield 0114 253 6623
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21/04/2009 London	Shape of things to come Learning and Skills Network [LSN] 0845 071 0800
22/04/2009 Stratford upon Avon 3 days	Core 2009 NAVCA 0114 278 6636
23/04/2009 London	Branding, image and reputation CharityComms 0207 415 7199
24/04/2009 London	Third sector finance forum Haymarket 2082675000
28/04/2009 London	Corporate engagement in a changing landscape Institute of Fundraising 020 7840 1000
01/05/2009 Leeds	Centre for community research launch conference Yorkshire and Humber Regional Forum 01133942316
06/05/2009 Leeds	Annual ICT conference NCVO 020 7520 2440
07/05/2009 London	Leading charities through the recession Action Planning 020 8642 4122
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19/05/2009 London	Community cohesion conference Neil Stewart Associates 020 7324 4359
21/05/2009 London	Outcomes monitoring and IT: finding the best solution for your organisation Charities Evaluation Services 020 7713 5722
03/06/2009 Sheffield	City of sanctuary national conference Yorkshire and Humber Faiths Forum 0113-245-6444
11/06/2009 London	ACEVO CEO summit ACEVO 0845 345 8481
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18/06/2009 London	Safeguarding children: prevention, protection, provision Neil Stewart Associates 020 7324 4359
25/06/2009 London	Developing the role of the third sector in public services: building capacity and promoting capability Westminster Briefing 020 7096 2948

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