



## be the leader you always wanted to be



Strong leaders and managers who inspire and motivate their employees are at the heart of every successful business, small or large.

The importance of training leaders and managers to reach their full potential is therefore critical to harness strong and effective business leadership and this has been central to a £9m investment made by the Learning and Skills Council, over the next 3 years, for the new Leadership and Management Advisory Service (LMAS).

Through Train to Gain, LMAS will give over 8,000 business owners and senior managers the opportunity to develop their leadership and management skills through a development solution that can be completely tailored to the business and to best suit the needs of the individuals involved.

To express an interest and talk to a Train to Gain skills broker, call 08456 047 047, or go to our website: [traintogain.gov.uk](http://traintogain.gov.uk)



**>lsc**  
Learning and  
Skills Council

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## LEADERSHIP AND MANAGEMENT ADVISORY SERVICE

### **Q. How is the LSC's Leadership and Management Advisory Service being delivered?**

**A.** The LSC has established the Leadership and Management Advisory Service (LMAS) to offer small and medium enterprises (SMEs) advisory and funded support for business owners/senior directors in undertaking leadership and management development. Nationally, the total value being invested in leadership and management development through to the year 2011 is £90m.

In the south west we will have £9m to invest in developing the leadership and management skills of our business owners/senior directors.

Northern Arc hold the contract for the delivery of LMAS in the south west on behalf of the consortium of Business Links across the south west and, as such, can offer a truly integrated skills and leadership and management development service as LMAS is positioned within Train to Gain and operates under the Train to Gain brand.

### **Q. How many organisations will benefit from LMAS?**

**A.** We are seeking to support over 2,500 owners/senior directors for each of the three years the contract is in place.


### **Q. How can this service be accessed?**

#### **A. LMAS can be accessed through Train to Gain on 08456 047 047.**

Organisations can gain direct access to LMAS through Train to Gain or can be referred to LMAS via Skills Brokers, Training Providers, Business Link, Sector Skills Councils or other intermediaries.

### **Q. What is the role of the Skills Broker in LMAS?**

**A.** Skills Brokers understand and are able to explain the funding available to the owners/senior directors which may be accessed through LMAS.

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As part of Train to Gain, the Skills Broker carries out an organisational needs analysis (ONA) with an employer to assess the business skills base and identify leadership and management development opportunities for the owner/senior directors. They will then collect brief details for onward referral to the LMAS.

### **Q. What is the role of the LMAS Specialist Advisors?**

**A.** Leadership and Management Specialist Advisors provide an individual leadership and management needs diagnostic which culminates in the co-creation of a personal development plan for the owner/senior director in an organisation.

The LMAS Specialist Advisors will advise and seek out bespoke, relevant, effective and challenging learning opportunities to address the LMD needs. If appropriate, the Leadership and Management Specialist Adviser will make referrals to the Skills Brokerage service.

**Q. How are Leadership and Management Development needs identified?**

**A.** The owner/senior director is offered an in-depth diagnostic to identify leadership and management development (LMD) needs which leads to the co-creation of a personal development plan (PDP) by a Specialist Leadership and Management Advisor which is endorsed by the employer. This PDP seeks to outline and address LMD needs and also to identify challenging and innovative solutions to the individual's LMD needs.

Ongoing support following the creation of the PDP, leads to a follow up meeting between the individual and the L&M Specialist Advisor for a review of progress against the outcomes identified in the PDP to ensure the LMD solutions implemented are effective.

**Q. What is the grant funding on offer?**

**A.** A total of £1000 grant is available to an owner/senior director. This is matched by a £500 employer contribution realising at least £1500 to be invested in addressing Leadership and Management development needs.

If the full funding is not taken up by the first beneficiary, then other senior managers can be included dependent upon the business needs and further PDPs being produced.

**Q. Which organisations are eligible for support?**

**A.** The advisory support and grant funding is aimed at SMEs. Eligible organisations should have between 5 -249 employees and operate in the private sector. For other sectors the size band is 10-249 in line with the eligibility criteria for Train to Gain. Grant funding is available to organisations provided they have not benefited from LSC L&M funding **since April 2006**. Beneficiaries must have resided within the EU for the previous 3 years.

**Q. What can funding be used for?**

**A.** Grant funding can be used to pay for a variety of LMD solutions as long as it has a LMD bias and is identified as a leadership development need for the individual via the PDP. Examples can include bespoke development, non accredited development or accredited qualifications as required.

Where the grant is being used to support accredited HE provision it is essential that the grant money is match funded in its entirety

**Specific exclusions** include membership fees, travel subsistence, statutory training, mandatory training, accreditation, capital equipment, employer contributions to other LSC or ESF funding streams and accommodation costs.

**Contacts:** Train to Gain [www.traintogain.gov.uk](http://www.traintogain.gov.uk) or [LMAS@businesslinksw.co.uk](mailto:LMAS@businesslinksw.co.uk)

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