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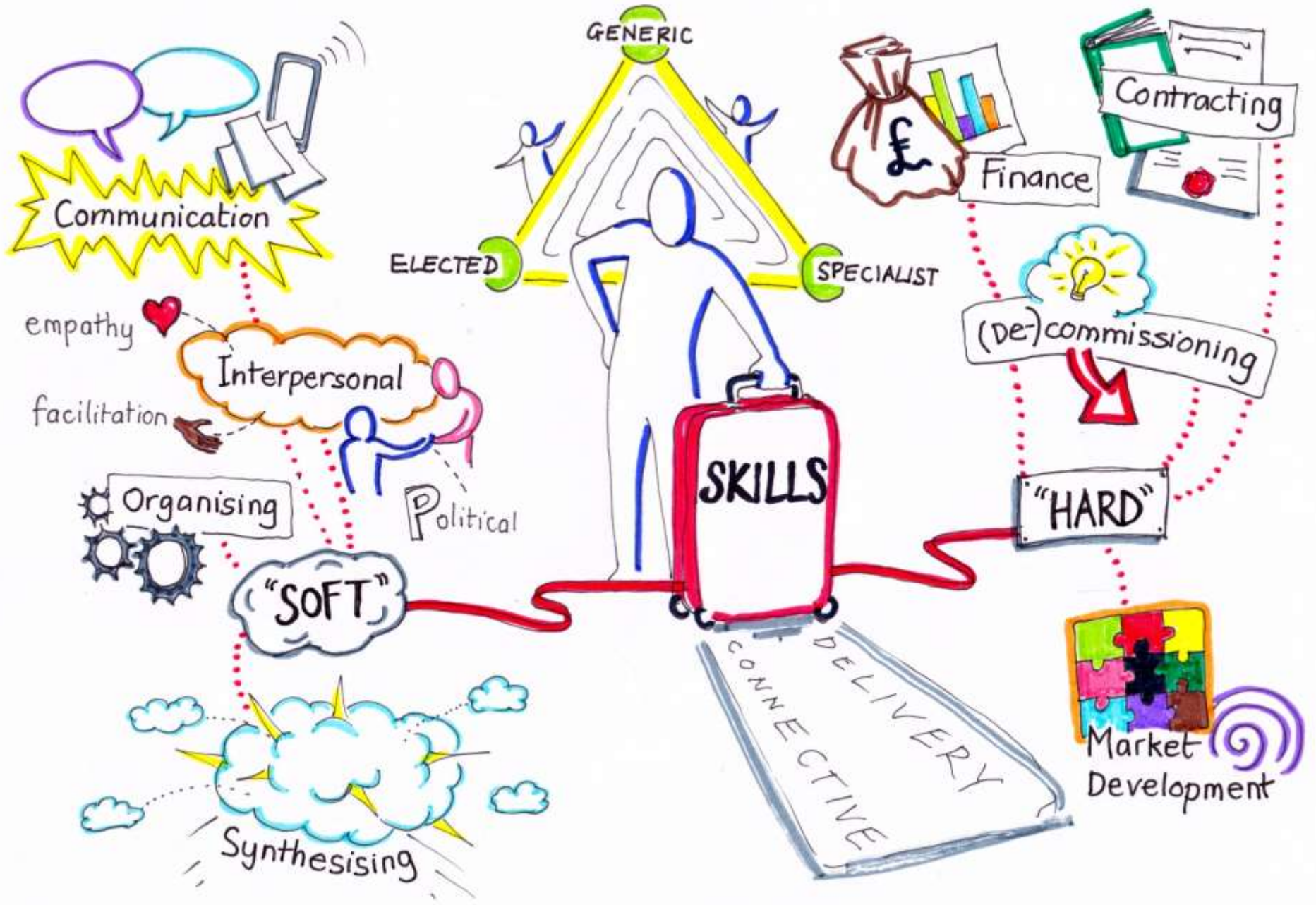
# PERMA-AUSTERITY















customer outcomes

initiatives

why I am I here?

projects

SKILLS  
QUALIFICATIONS

CAREER

aptitudes  
knowledge  
values

Job  
Description

You've got great values..  
the job's yours!

sectors

services

Why choose this?

Public services

HISTORICALLY



PUBLIC

VOCATION  
PROFESSION  
CONTROL



FUTURE

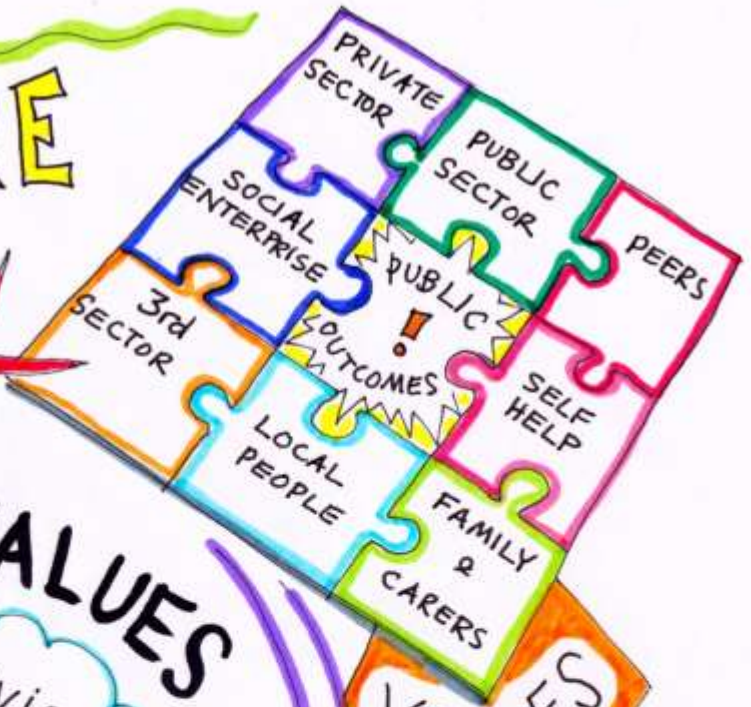


ETHICS & VALUES

public service



Relationships



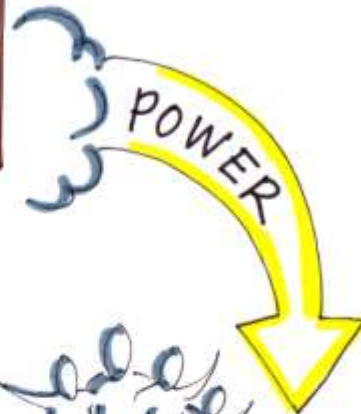
VALUES





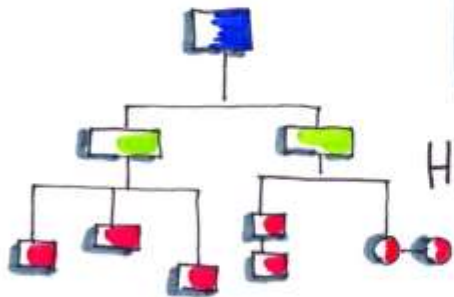


from.



# ORGANISATIONS

FLUID



to...

COLLABORATION

INTEGRATION

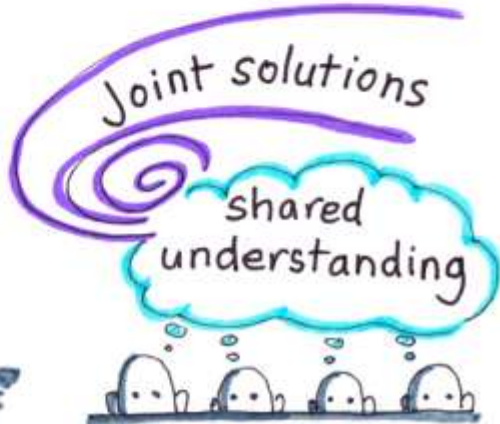
outcomes

Let us out!

virtual!



shared







OUTCOMES



I'm sorry...

it's emotional!

PERSONAL BOUNDARIES



'ME' TIME



RELATIONAL

Authentic

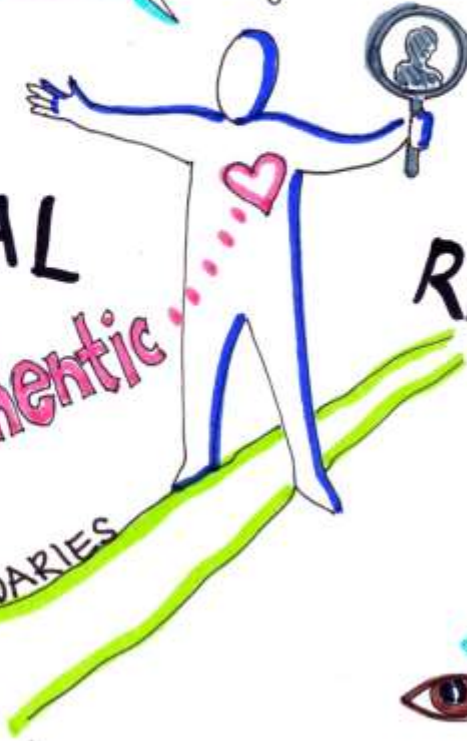
REFLECTIVE

OPEN

HONEST

BOUNDARIES

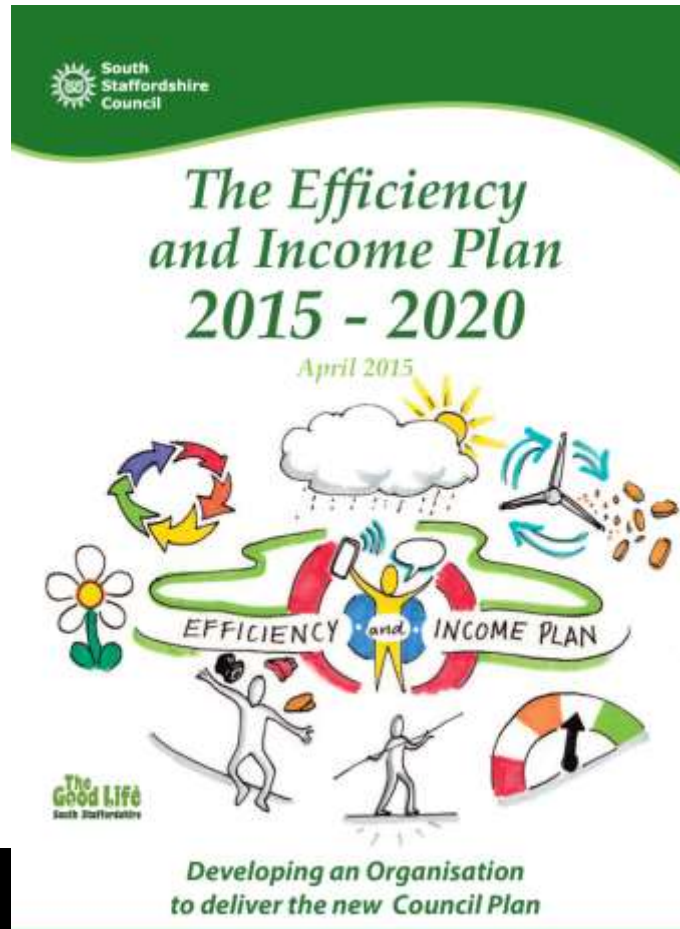
LEARNING







# South Staffordshire Council



# Suffolk County Council



Managing yourself and others

Planning and creative use of resources

Thinking critically and acting decisively

Communicating and influencing

Collaborating with others

Being commercial



# Police Leaders



EARLY  
INTERVENTION  
ACADEMY  
FOR POLICE LEADERS

## The Charter For Early Intervention in policing

### VISION

Early Intervention is everybody's business

### MISSION

We will work collaboratively to reduce risk, vulnerability and harm in our children and young people, create capacity and make our communities safer.

| Core principles  | People  | Collaboration   |
|--|---|---|
| Reduce risk, vulnerability, harm and demand in both the short and long term through targeted early intervention    | Promote a values based, collaborative and participatory leadership style and create a positive culture  | Integrate strategic leadership, activity and resources to maximise effectiveness and efficiency   |
| Use risk indicators to understand and tackle the underlying causes of risk, vulnerability, harm and demand         | Lead your people through the strategic vision for 21st Century public service   | Work with statutory agencies, the third sector and local communities, maximising the sharing of data to understand risk, vulnerability, harm and demand |
| Adopt a value for money and strong evidence based approach to developing and commissioning effective interventions | Embed the core principles of early intervention within a policing culture of compassion, collaboration and problem solving throughout the service | Collaborate with stakeholders to identify and stop unproductive or harmful activity and implement targeted and effective interventions                  |
| Evaluate the impact of interventions and refine where required   | Develop skills and recruit to maximise the impact of policing in collaborative working  | Commission and deliver those targeted and effective interventions together, capitalising on strengths   |

# NHS North West Leadership Academy



Help to shape the leadership talent and aspirations for our future public sector:  
**Cross-sector Stakeholder Event**

**Tuesday 20th June 2017, 10am to 2.30pm (approx.)**

**Mercure Georgian House Hotel, Bolton, BL6 5RU**

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**Are you a senior leader working in the NHS, Local Authority, community and voluntary sector, or wider public services?** If so, you are likely to be operating in an environment in which 'collaboration', 'system leadership', 'place-based services' and 'integration' are central to the agenda. These more collaborative ways of working require a new kind of "21st century public servant" (*University of Birmingham, 2014*) who will demonstrate novel forms of leadership practices, skills and behaviours to successfully navigate and forge constructive connections across the system and with our citizens.

The NHS North West Leadership Academy is interested in exploring with our membership and cross-sector colleagues, what these new leadership practices and behaviours are, to enable aspiring and emerging talent to be ready and able to tackle the challenges and opportunities that the changing public sector system presents.

**If you have an interest in exploring this with us then please join us for our cross sector stakeholder event on Tuesday 20th June 2017 at the Mercure Georgian House Hotel, Bolton.** Please [click here](#) to register.



# Christmas Greetings



▶ The **System Architect** has made sure the Christmas tree and decorations are all co-ordinated. The **Resource Weaver** has found all the gifts and stocked the Christmas larder. The **Broker** has worked out a suitable seating plan for the Christmas dinner. The **Networker** is in charge of the party games that get everyone involved. The **Storyteller** has written a ghost story to tell on Christmas Eve. The **Commissioner** is working towards the outcome of a happy Christmas for all. The **Navigator** is planning their new year's resolutions and the **Municipal Entrepreneur** is thinking of ways to make next Christmas even more exciting!!

# 21<sup>st</sup>cPS Playing Cards









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Illustrations by Laura Brodrick

<http://21stcenturypublicservant.wordpress.com/>



# Keep the conversation going



# The Twenty-First Century Public Servant

For report, updates and discussion go to the 21<sup>st</sup> Century Public Servant blog at <http://21stcenturypublicservant.wordpress.com/> and contribute to the debate on Twitter #21Cps.

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