



Public Service Management Wales
Rheoli yng Ngwasanaeth Cyhoeddus Cymru



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

Mary Hughes

***Workforce Development
Director***

Women in the Welsh Public Service

**- or who runs Wales
anyway?**

Who Runs Government?

- 40% Assembly Cabinet
- 47% Assembly Members
- 20% Members of Parliament
- 75% Members of European Parliament

Who Runs the NHS?

- 20% Chief Executives
- 20% Hospital Consultants
- 31% GPs
- 79% All NHS Staff

Who Runs Local Government?

- 18% Chief Executives
- 24% Councillors
- 78% All Local Government Staff

Who Runs Education?

- 19% Secondary school head teachers
- 41% Secondary school governors
- 69% All teachers
- 0% Vice-Chancellors

Who Runs the Police?

- 25% Police Authority Chairs
- 25% Chief Constables
- 20% All Police

Public Service Management Wales' programme:

***Aspiring to Leadership for
Women***

***I do not wish them to have
power over men, but over
themselves.***

Mary Woolstonecraft

Aim

While women have a unique contribution to make in creating and sustaining world class public services they are still under-represented in the top positions. This programme will help women to compete on a level playing field and realise their full potential, to develop the skills, abilities and confidence they need in preparing to take the next steps on their career ladder.

- We are in our 3rd year of running
- Current cohort started 21st May 08
- Year long programme
- Under contract (currently facilitated by Carol Pickering and Jean Woollard).

Programme Outline

- 360-degree feedback tools to identify development needs, both at beginning and end of programme.
- 2 themed workshops with all participants
- 6 regional Action Learning Set meetings over the year with eight participants.
- Peer support network across the public services.
- Ongoing support from the programme facilitators.

Learning Objectives

- Develop greater insight into own personal leadership styles and skills.
- Make progress on real "live" issues of current concern.
- Increase understanding of leadership approaches.
- Learn new skills in coaching, mentoring and conflict management.
- Explore ways of working effectively across organisational boundaries.

Results?

Every year we add another 50 women to the community - then another 50 - then another 50.

If you want to start a blaze, start with lots of little fires.

But there is an issue about identifying and connecting with other programmes, networks etc.

Where are we now?

Joining up the fires with ever stronger role models in leadership positions.

Permanent Secretary - Dame Gillian Morgan

Clerk to the Welsh Assembly - Claire Clancy

The character of Wales

- ***Collaborate - work in partnership***
- ***Lead beyond authority - at our best when slightly iconoclastic***

As Wales has always done

It all began with women - remember the old stories!

Rhiannon

Arianhrod

Ceridwen

Olwen

Branwen

As this document ends, we turn to the Wales which we will attempt to fashion over the next four years - a confident and out-going nation where we recognise the strength of our own identity and the part we can play in the world. We envisage a Wales which is increasingly known and recognised throughout the globe, and in which Wales is a country to which the world is increasingly welcomed.

One Wales 2007

Question

How much of this great little country will be down to its women?

78% of the business of Wales is about caring and nurturing - for the disadvantaged, the growing, the hopeful, the lost, the talented, the innovative, the curious, the disenchanting.

Women's work

..which is never done.

Thank goodness



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Diolch
Thank you