## **Training Needs Analysis**

As a result of the PDP process undertaken in 2007/08 together with those PDPs from the previous year that are still in place, a Training Needs Analysis has been developed to shape the 2008/09 Strategy. The information below sets out the main themes and issues emerging from the analysis of the data.

The overarching objective details the number of Elected Members that have requested the training and development and against these are specific actions which members have requested.

The Annual Member Learning and Development Schedule 2008/09 and Quarterly Member Learning and Development Programmes detail forthcoming specific events and resources available to address these priorities.

Overarching Objective	Key Areas	
	OBJECTIVES FROM PDP ANALYS	IS
Leadership Development (13)	<ul> <li>Develop role as Cabinet Member through Briefings with Directors</li> <li>Leadership Skills</li> </ul>	Priority Setting
Scrutiny and Challenge (17)	Effective questioning techniques	Implications of Councillor Call for Action
	Providing constructive and effective challenge	Effective Performance Management and Monitoring of both the Council and partners
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Community and Local Leadership (31)	Working with neighbouring authorities	<ul> <li>Information on the Local Strategic</li> <li>Partnership</li> </ul>
	<ul> <li>Understanding of the local, regional and national context of Rossendale</li> </ul>	Tour of Borough and County services
	Using Neighbourhood Forums to engage with the public	Working with the County Council
	Running effective surgeries	Community Cohesion
	Workings of the Local Strategic Partnership and promoting Rossendale	Member Enquiry Service
	Engaging with young people	Role of Members on Outside Bodies

related skills including Regulatory and functional areas (17)  Development Control  Planning policies  Chairing meetings  Protocol at Council meetings  Information and Communications Technology (ICT) training (15)  Information skills (12)  Speaking in large groups  Presentation Skills (how to present reports)  Finance (11)  Declaring interests  Member/Officer Protocol  Equality and diversity  Equality and diversity  Equality and diversity  Information and knowledge  (10)  Information of new members (9)  Induction of new members (9)  Information on partnership working with Lancashire County (Council meetings)  On considering a drivers' application.  Appointments and Appeals  Appointments and Appeals  Appointments and Appeals  Appointments and Appeals  Role of Audit Committee  Role of Audit Committee  Information and updates on changes (policy/legislation/procedures)  Using e-mail  Using e-mail  Using e-mail  Using word processing packages  Using	Overarching Objective	Key Areas		
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<ul> <li>Access to an Induction Pack</li> <li>Information on partnership working with Lancashire County Council</li> <li>Introduction to ICT support</li> <li>Guide to how the Council works</li> </ul>	Induction of new members (9)		•	Introduction to ethical governance framework
<ul> <li>Access to an Induction Pack</li> <li>Information on partnership working with Lancashire County Council</li> <li>Introduction to ICT support</li> <li>Guide to how the Council works</li> </ul>			•	Information about declaring interests
Lancashire County Council		Access to an Induction Pack	•	Introduction to ICT support
			•	
			•	Contact details of key officers