

Invitation to Quote

Systems Leadership Programme

**Closing Date:
22 November 2023**

activepartnerstrust.org.uk



Date 08 November 2023

Active Partners Trust is seeking to appoint an organisation or individual to deliver a series of online Systems Leadership sessions to a range of organisations and sectors, starting in January 2024.

1. About Active Partners Trust

Being physically active is good for us, for society, health, and even for the economy. There's no doubt about that. But how do we get people moving more? That's a bit trickier, and the need varies from place to place, programme to programme, and person to person.

As one of 43 Active Partnerships (APs) across England, Active Partners Trust, working in Derbyshire and Notts, teams up with local councils, community groups, businesses, healthcare organisations, charities and more to find out what's needed. That means asking questions, making suggestions, sharing our knowledge, finding the right partners, and spotting opportunities, all to make movement part of everyday life. Because when we all work together, we can better understand, reach, and support the people who need it most.

Making our Move - [Our shared vision for Uniting the Movement in Notts and Derbyshire](#) is a new plan to guide our and partners' work over the next 10 years - where we work and how we work.



Our values and behaviours define us as an organisation - they are who we are and what we stand for.

Our values

Make a Difference. We seek to positively make a difference through movement, physical activity and sport. We add value through insight and learning, influencing relationships, strengthening our networks and connections and embedding what works well.

Integrity. We will act with integrity in all that we do, being open, honest and trusted. Encouraging this culture with others.

Collaborate. We commit to collaborate, giving time and space to develop relationships, to listen, to reflect and to build shared purpose. We take collective responsibility and learn together to inform our work.

Inclusive. We ensure we are inclusive in everything we do. We are open-minded and equitable, encouraging others to reflect on how they think and act. We are a committed ally to inclusion.

Passionate. We believe in what we do. We are energetic, curious and aspire to think creatively. We are bold in our thinking, not afraid to try new things.

Our behaviours

We will

- Seek to understand and add value
- Be open and honest
- Be mindful of others and show emotional intelligence
- Lead by example, adapting our style as required
- Take collective responsibility and be accountable for our actions
- Give time and space to developing relationships
- Be open-minded and equitable
- Commit to being an ally of inclusion
- Be willing to learn and grow
- Believe in what we do
- Bring energy, curiosity and courage to our work
- Positively and professionally challenge views

2. Background to this work

“There is not a single solution or intervention. Implementation requires a collective and co-ordinated response across all settings where people live, work and play - by all relevant stakeholders, at all levels to ensure a more active future.”

World Health Organisation 2020

Making our Move sets out a long-term vision that; together, we will tackle inequality and empower everyone to be active in a way that works for them. It recognises the complexity in which we work and that there isn't a one-stop solution to tackling physical inactivity.

It sets out a systems-based, collaborative approach with everyone leading and participating together around a shared vision and adopting shared outcomes. We are learning that how we work is key with everyone feeling empowered and able to lead. The power of our collective work is in the sum of the parts, including integrated health and care, voluntary and community organisations, young people services and education, wellbeing, sport, leisure, transport, housing, environment, community safety and planning, to name but a few. We want to work with others to grow our collective understanding of systems leadership and work out what this means for us in our work and what it will take to work in this way.

3. Scope, outputs and timescales

To help grow our collective understanding of systems leadership and of our capacity across the system we are looking for an individual or organisation with experience of systems leadership to facilitate three areas of work:

Project One

We would like to convene a calendar of sessions that will help to develop people's leadership skills at all layers of the system, building capability and confidence to work in systems and across organisational, sector or professional boundaries. Ideally we would like six workshops of around 2-3 hours to a range of partners and sectors. The sessions will explore systems leadership through different modules, which could include areas such as an introduction to systems leadership, framing and re-framing etc., to provide ideas and practical approaches to help lead effectively when dealing with complex situations. We believe that learning best happens when it is connected to 'real work' and would like for the sessions to encourage people to connect it to their work in real-time.

We envisage the sessions being monthly and delivered online with the first session beginning late January / early February. It is possible that some of the later session may be delivered closer together to avoid congested periods and we would like for the programme

of sessions to be delivered by July 2024. The schedule of sessions can be agreed and finalised once the successful candidate has been appointed. The sessions will be welcoming and designed so that people can drop in or out of what looks interesting without feeling left behind or the need to attend each session.

Project Two

Walk Derbyshire's vision is to make everyday walking the norm for residents across Derbyshire - with a particular focus on areas of inactivity and less advantaged communities. We would like to grow our capability and knowledge across the system to progress the complex issue, in this case enabling people to walk more as part of their everyday lives, by applying the principles of systems leadership.

To enable this, we would like to grow the knowledge and capability of people in the work to embed systems thinking and systems leadership in the Walk Derbyshire work that is developing across Derbyshire. There is a recognition of the need to take a systems approach to make this vision a reality, with many different communities, sectors and organisations having a role to play in enabling people to walk more. To develop the capability and knowledge within the Walk Derbyshire approach, we would like to deliver two county-wide workshops for those involved in the work to develop their thinking and provide practical tools that they can use within their work.

Through Walk Derbyshire there are a number of consortiums developing across the districts and boroughs where communities and organisations are coming together to develop the work locally. In addition to the county-wide offer, we would like to offer some facilitated support to embed the principles of systems leadership in each of the consortiums, based on their own unique context. We anticipate this being up to two additional sessions with each of the consortiums.

Project Three

The third programme will engage colleagues involved in the Derbyshire-wide whole-system approach to Children and Young People's Healthy Weight work. The challenge of effectively delivering and championing the need for a systems approach to addressing healthy weight for children, young people and their families, requires relationships across organisational, service and sector boundaries (Public Health, Education, Transport, NHS, Adult Social Care, Planning and voluntary sector providers to name but a few) with everybody recognising their connection to the work.

Learning from the Systems Leadership programme delivered in 2023, we are keen to continue to build momentum around system change and how we can apply the principles of systems leadership to progress different complex social issues, such as children and young people's healthy weight. Recognising the importance of gaining buy-in of a wider group of people, we will continue to develop the Childhood Healthy Weight System Networks to identify leaders from different sectors.

As part of the ongoing learning of the Childhood Healthy Weight System Network, we would like to deliver some check-ins to help build and develop the skills and knowledge of leaders to progress the work and enable them to create a culture within their own environments. For this piece of work, we would require the facilitation of two check-ins, as part of the System Network as well as the facilitation of the Derbyshire Childhood Healthy Weight Summit in June 2024. The content of the sessions will be co-designed with the successful deliverer.

Convening these spaces will be a learning process for us and we are keen to work with the successful candidate to co-design the programme of sessions and learn about what helps and hinders in this space to inform future sessions.

The schedule of this programmes can be agreed and finalised once the successful candidate has been appointed, however we envisage the facilitated support through an online network for two sessions and the facilitation of a summit to be held in June 2024.

4. Progress Updates

Monitoring	Timescales
Progress Updates	Conference calls as required.
Review of progress	We are keen to work with the deliverers to design the sessions and provide a space to reflect after each of the sessions.

5. Contract details

This contract will be with Active Partners Trust.

The successful organisation or individual will report and be accountable to James Cook and will be responsible for the successful delivery of the key tasks as outlined in section three.

The term of this contract shall be from the day of commencement as soon as possible following appointment. The initial contract will be for 10 months with a formal review by June 2023. Thereafter it is possible the contract may be extended for a further year depending on need, budget and performance.

6. The fee

Please provide costings for this work.

7. Quotation submission

Quotations should be submitted via email to christine.gregory@activepartnerstrust.org.uk by close of play on Wednesday 22 November 2023.

Submitted quotes should include the following:

- CV and/or covering letter which summarises the skills and experience relevant to the project scope and assessment criteria
- A clear proposal for how the work would be carried out including an outline of content and length of each session and maximum number of learners on the programme.
- An indication of the average number of working days/hours per month
- Anticipated start date and completion dates for relevant phases of the work
- A schedule of costs and services
- Any further information which may support the proposal

8. Assessment Criteria

The quotation will be assessed against the following criteria:

Evidence of knowledge, expertise and experience in systems leadership

Suitability of the proposed approach

Evidence of capacity to undertake the work within the defined budget and timescale

Value for money

Availability

Active Partners Trust reserves the right to shortlist quotations based on the criteria above and undertake follow-on interviews with shortlisted candidates.

Interviews, if required, will take place from a selected shortlist on week commencing 4th December. The successful organisation or individual will look to start as soon as possible thereafter.

If interviews are not required, the successful individual/organisation will be notified by Friday 9th September.

Any request for feedback should be made to James Cook.

James Cook
Strategic Lead,
Active Partners Trust

Contact number: 07796468246

Email: james.cook@activepartnerstrust.org.uk

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