Step 1

Go to: https://supervisory-nfcc.md.cmi.org.uk/

Enter Username (email address)

Password - if unknown, select Reset Password to reset this

Note: if you receive a permissions error, please follow the instructions below:

- *Clear browser history and cookies, changing the setting to 'all time' and not just the last few/24 hours.*
- *Close your browser window and then open a new window, using Chrome whenever possible.*
- *Go to: https://supervisory-nfcc.md.cmi.org.uk/*
- *Enter username/password*

Management Direct
your 24/7 online resource from CMI

NFCC
National Fire
Chiefs Council

Enter Username

admin@nfcc.co.uk

Enter Password

••••••••

☐ Remember Me

Sign In

Security

RESET PASSWORD
If you have forgotten your username and/or password please click the Reset Password button below.

Step 2

There are a range of quick links specific to NFCC users

For the Supervisory Leadership Development Programme, select **NFCC Leadership Framework Self Assessment** to get started

This will open a new window

Search...

Browse by Topic   Browse by Content Type

Management Transformed
Managing in a Marathon Crisis

NFCC SUPERVISORY LEADERSHIP DEVELOPMENT PROGRAMME
Start your leadership journey here, created exclusively for every existing, new and aspiring supervisory leader across all areas of the UK fire and rescue service.

NFCC LEADERSHIP FRAMEWORK
Providing a consistent approach to leadership and development, your learning journey is built around the 4 quadrants from the NFCC Leadership Framework.

NFCC LEADERSHIP FRAMEWORK SELF-ASSESSMENT
Designed to help you identify your strengths and the things you need to develop in the 4 areas of the NFCC Leadership Framework & the Core Code of Ethics.
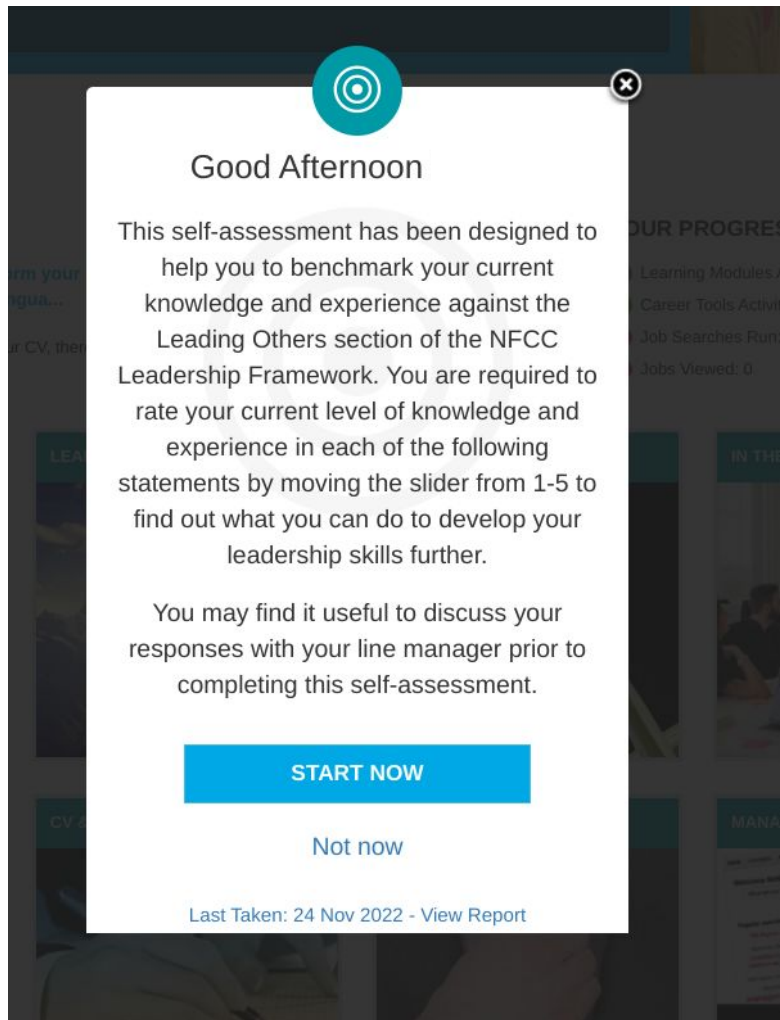
Step 3

The Self Assessment is specifically designed to the NFCC Leadership Framework.

Select **Get Started** to begin working your way through all statements

Select **Hint** if you need additional context to a statement

Score yourself on a scale of 1-5 as you feel best suits you - there's no right or wrong answers

Select **Submit Answers** when ready to finish

Step 4

Once submitted, a unique self assessment report will be generated

Select each section to identify where your strengths and areas for focus are

You will have a % score for overall assessment, and a breakdown from 1-5 for each topic

NFCC Leadership Framework Self-Assessment

OTHER REPORTS ▼

Your Report ⓘ

Taken by: Nicola Harvey

Taken on: Thursday, Nov 24, 2022

Areas to Focus on ⓘ

1 Core Code of Ethics
2 Personal Impact
3 Organisational Effectiveness

Self-rated Score ⓘ

35%

ⓘ Based on your self-assessment, your average score against the Leading Others section of the NFCC Leadership Framework is low. This would suggest you aren't confident in your leadership skills.

Acknowledging this is important because as it stands you're probably not getting as much out of your career as you could be. Don't worry, though, each of the areas below has a learning action for you, designed to help you develop your leadership skills. Work through each of the actions to help improve your skills and become a better leader.

Detailed Results   View All +

Personal Impact	1.3	
Outstanding Leadership	2.3	
Service Delivery	2.3	
Organisational Effectiveness	1.9	
Core Code of Ethics	1	

Step 5

Once you have reviewed the scorings, select **Take Action** in each section to open your elearning

Alternatively, you may wish to to back to Step 2 and select the Supervisory Leadership Development option on the homepage

Personal Impact

You're not very confident about your personal impact and this likely means that you struggle with the following:

- Knowing how to challenge you biases, demonstrate inclusivity and apply fairness and impartiality
- How to communicate effectively whilst considering the needs of others
- How to take responsibility for your behaviours, learn from your mistakes and recognise and reward your team
- Knowing your strengths and weaknesses and how your actions impact others
- How to consider the needs of others and adapt your approach in challenging and sensitive situations
- Knowing how to manage your well-being, support others and build your resilience

Don't worry. Most people aren't even aware of their lack of understanding when it comes to personal impact which means you're already ahead of them! However, improved understanding and management can make all the difference to your confidence so take the time to develop yours by completing the actions below.

1.3 Thursday, Nov 24, 2022

1.3 Wednesday, Aug 31, 2022

Result history shown here

Your Actions

Click to access the development that can help consolidate and further build your confidence in this area.

TAKE ACTION

Detailed Results

Statement	Score
I take responsibility for inclusion, and encourage different points of view	3
I communicate responsibly, and with sensitivity and respect for others	1
I encourage others to admit to and learn from their mistakes, and to celebrate their successes	1
I am aware of my impact on the people around me, and I always seek to improve how I work with others	1
I am proactive in my approach to dealing with difficult or sensitive situations	1
I look after the people around me and ensure additional support is available if and/or when needed	1

Outstanding Leadership

2.3

Step 6

From the ManagementDirect homepage, you will be able to complete your learning

The **NFCC Supervisory Leadership Development Programme** tile directs you to a series of four learning modules, designed against each area of the NFCC Leadership Framework
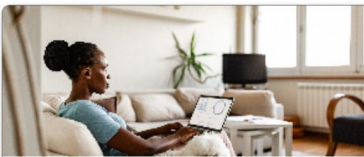
Select this to view all of the modules

Information Library   Learning Resources   My Learning

Search...

Management Transformed
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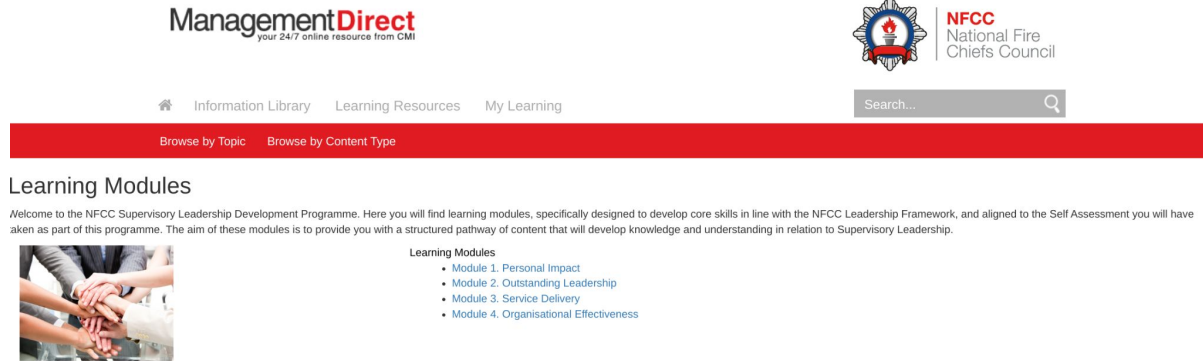
NFCC LEADERSHIP FRAMEWORK SELF-ASSESSMENT
Designed to help you identify your strengths and the things you need to develop in the 4 areas of the NFCC Leadership Framework & the Core Code of Ethics.

Step 7

Each of the four modules are listed here for quick access to your learning

Select any of the modules to get started - you may wish to check your self assessment report for your biggest area to focus on first

All modules need to be completed in order to complete your programme

ManagementDirect
your 24/7 online resource from CMI

NFCC
National Fire
Chiefs Council

Information Library   Learning Resources   My Learning

Search...

Browse by Topic   Browse by Content Type

Learning Modules

Welcome to the NFCC Supervisory Leadership Development Programme. Here you will find learning modules, specifically designed to develop core skills in line with the NFCC Leadership Framework, and aligned to the Self Assessment you will have taken as part of this programme. The aim of these modules is to provide you with a structured pathway of content that will develop knowledge and understanding in relation to Supervisory Leadership.

Learning Modules
- Module 1. Personal Impact
- Module 2. Outstanding Leadership
- Module 3. Service Delivery
- Module 4. Organisational Effectiveness

Step 8

Once a module is selected, a window like this will open

All of the content you need is in here, ready to complete at your convenience

Work your way through each section on the left-side panel, completing all activities and reflections

The **Introduction** section provides all links to NFCC documents you need for your evidence

Learning Journey Contents ❓

This menu lists all of the resources included in your learning journey - click on each one to load them or click the ❓ button to get help on using the learning journey player.

Introduction	5 mins
1. AWARENESS OF SELF	5 mins
The importance of self-awareness in leaders	5 mins
Johari window	5 mins
P245 Johari's window	5 mins
SWOT analysis personal	5 mins
SWOT Analysis template	5 mins
P161 Introduction to emotional intelligence	5 mins
178 Emotional intelligence	20 mins
2. BEING INCLUSIVE	5 mins
Developing an inclusive environment	5 mins
What inclusive leaders do differently	5 mins
Insights - Want a really inclusive workplace? Give managers the right skills	5 mins

NFCC Supervisory Leadership Development Programme - Personal Impact

To begin your learning journey click view and use the right and left arrows to work through the content items. Alternatively, open menu top left to select and view content items. The amount of time each item should take to complete is shown against them and the whole learning journey should take 5 hours and 50 minutes to complete.

LEARNING JOURNEY PROGRESS:

100%

View Learning Journey ▶

What is a Learning Journey

Learning Journeys are collections of content items from ManagementDirect that have been put together to provide a focused learning experience on a particular topic. Think of them as "play-lists" or "mini-courses".

Using the contents menu

The contents menu shows all of the available resources included in this learning journey and you can click each one to open them. You can hide and show the menu using the ☰ button in the title bar if you want to give your content more screen space at any time.

Tracking your progress

As well as linking you to your learning resources the menu on the left will help you track your progress through this learning journey. As you complete each resource the menu will update to indicate which have been completed and which are outstanding.

Closing this learning journey

You can close this learning journey at any time using the ✖ button in the top right of the title bar.

Step 9

Complete your **Learning Log** as you work your way through your modules

Each document has guidance on how to complete and use this for your development

If you are working through this programme as a cohort or group of learners, you may find the **Group Learning Guide (GLG)** useful, as it includes suggested activities and questions for group discussions

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The professional voice of the UK Fire & Rescue Service

Personal Impact

My Learning Log
Module 1 – Personal Impact

Name_____

How to use your learning log
- Your Learning Log will act as a supportive resource, allowing you to capture actions, reminders and reflections on your learning.
- It includes some suggested activities and thought-provoking questions.
- Download at the start of each module and update as you work through.
- There may be some activities that you are unable to complete in your current role. That's fine, these are only recommendations. The important thing is to find ways to put into action the learning you have completed, so do this in the way that suits you best.
- The appendix at the back of this document will provide you with supportive resources.
- The NFCC Leadership Framework self-assessment results will help focus your attention on your greatest development needs and help you maximise your strengths.
- Once you have completed the activities and reflections in your Learning Log, you are encouraged to have a discussion with your line manager. Think about:
  - What you have learned and how you will put these into practice
  - Your top 3 takeaways following completion of this module
  - Further activities and development to embed your learning (see next steps below)

Sign off of module
In order to sign off this module, you should have:
✓ Completed the development

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Personal Impact

Group Learning Guide
Module 1 – Personal Impact

Introduction
This Group Learning Guide (GLG) can be used when there are a number of learners undertaking the Supervisory Leadership Development Programme at the same time.

There are many benefits of group learning which include:
- Increase learners' responsibility for their own learning
- Working together and interacting with peers can energise, motivate, support and encourage
- Learn from each other and shared experiences
- Maintains momentum
- Even greater opportunities to share learning across your service

The GLG can be used by line managers, facilitators or by the cohort of learners themselves to help facilitate group learning.

If you are using this as a cohort of learners, you may want to consider sharing the facilitation of the group – another skill to develop!

How to use this GLG
This guide is split into the respective topics in the Personal Impact module, namely:
1. Awareness of self
2. Being inclusive
3. Taking responsibility
4. Communicating effectively
5. Courageous conversations

Step 10

Once you have finished the modules, you may wish to repeat your self assessment to see if your scoring has improved as a result of learning

You also have access to all CMI Resources within ManagementDirect, so can utlise these for the duration of your license.

See CMI's handy **Help** videos to see how you can make the most of your CMI membership

Book Chapters

Selected chapters from CMI publications to support your learning

View Content

Checklists

Over 200 practical guides to dealing with key management issues step-by-step

View Content

CMI Research

CMI research reports are about helping managers understand how - and what they can do to improve performance and productivity.

View Content

CMI Templates

Templates for creating the most useful management documents

View Content

Company Report

Search for and read a wide range of company, industry and country reports through the EBSCO Business Source Corporate database.

View Content

E-Books

A collection of over 9,000 e-books on management and business available on the EBSCO platform

View Content

Ideas For Leaders

Idea summaries designed to keep time-stressed managers engaged with the latest leadership thinking emerging from the top 50 business schools in the world

View Content

Insights

A range of short, thought-provoking blogs and articles from the CMI website, reflecting current issues and concerns in management and leadership.

View Content

Leader Videos

World class leaders share their learning experiences through these short videos.

View Content

Models

One screen summaries of key management models and their practical applications

View Content

Pearls of Wisdom

Short, sharp, engaging videos that can be used flexibly and easily to deliver skills and knowledge

View Content

Professional Manager

Articles from CMI's magazine, designed to help managers keep up-to-date with current thinking and practice in management and leadership.

View Content