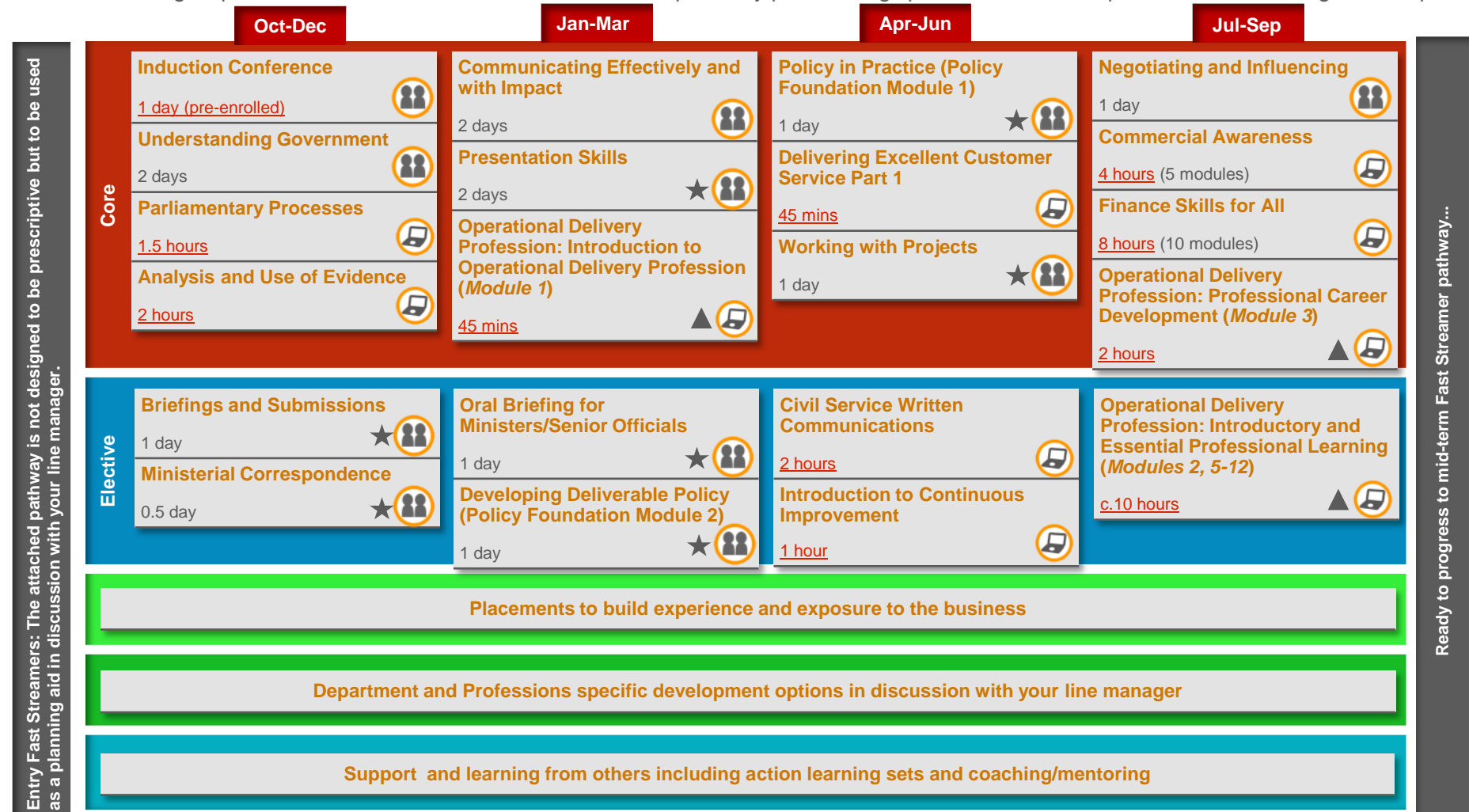# Fast Stream Development Pathway – Entry at-a-glance (1 year)

Learning Outcome: To gain essential knowledge and skills necessary to ensure individual effectiveness as a Fast Streamer.
How? This at-a-glance guide outlines the recommended pathway for **new entrants** to the Fast Stream from **October 2012** covering a broad range of core skills, such as commercial awareness and people management, and professional competencies, including policy and operational delivery. The pathway covers a mix of core elements recommended for all, and elective elements which you may choose to complete to build competence whilst undertaking a specific role. You should also allow time to complete any pre-learning specified on the CSL portal before attending workshops.

Entry Fast Streamers: The attached pathway is not designed to be prescriptive but to be used as a planning aid in discussion with your line manager.

Core

Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
Induction Conference — 1 day (pre-enrolled) 👥	**Communicating Effectively and with Impact** — 2 days 👥	**Policy in Practice (Policy Foundation Module 1)** — 1 day ★ 👥	**Negotiating and Influencing** — 1 day 👥
Understanding Government — 2 days 👥	**Presentation Skills** — 2 days ★ 👥	**Delivering Excellent Customer Service Part 1** — 45 mins 💻	**Commercial Awareness** — 4 hours (5 modules) 💻
Parliamentary Processes — 1.5 hours 💻	**Operational Delivery Profession: Introduction to Operational Delivery Profession (*Module 1*)** — 45 mins ▲ 💻	**Working with Projects** — 1 day ★ 👥	**Finance Skills for All** — 8 hours (10 modules) 💻
Analysis and Use of Evidence — 2 hours 💻			**Operational Delivery Profession: Professional Career Development (*Module 3*)** — 2 hours ▲ 💻

Elective

Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
Briefings and Submissions — 1 day ★ 👥	**Oral Briefing for Ministers/Senior Officials** — 1 day ★ 👥	**Civil Service Written Communications** — 2 hours 💻	**Operational Delivery Profession: Introductory and Essential Professional Learning (*Modules 2, 5-12*)** — c.10 hours ▲ 💻
Ministerial Correspondence — 0.5 day ★ 👥	**Developing Deliverable Policy (Policy Foundation Module 2)** — 1 day ★ 👥	**Introduction to Continuous Improvement** — 1 hour 💻	

Placements to build experience and exposure to the business

Department and Professions specific development options in discussion with your line manager

Support and learning from others including action learning sets and coaching/mentoring

Ready to progress to mid-term Fast Streamer pathway...

Key:
👥 Workshop 💻 E-learning
★ Existing common curriculum workshops which will run for a Fast Stream audience
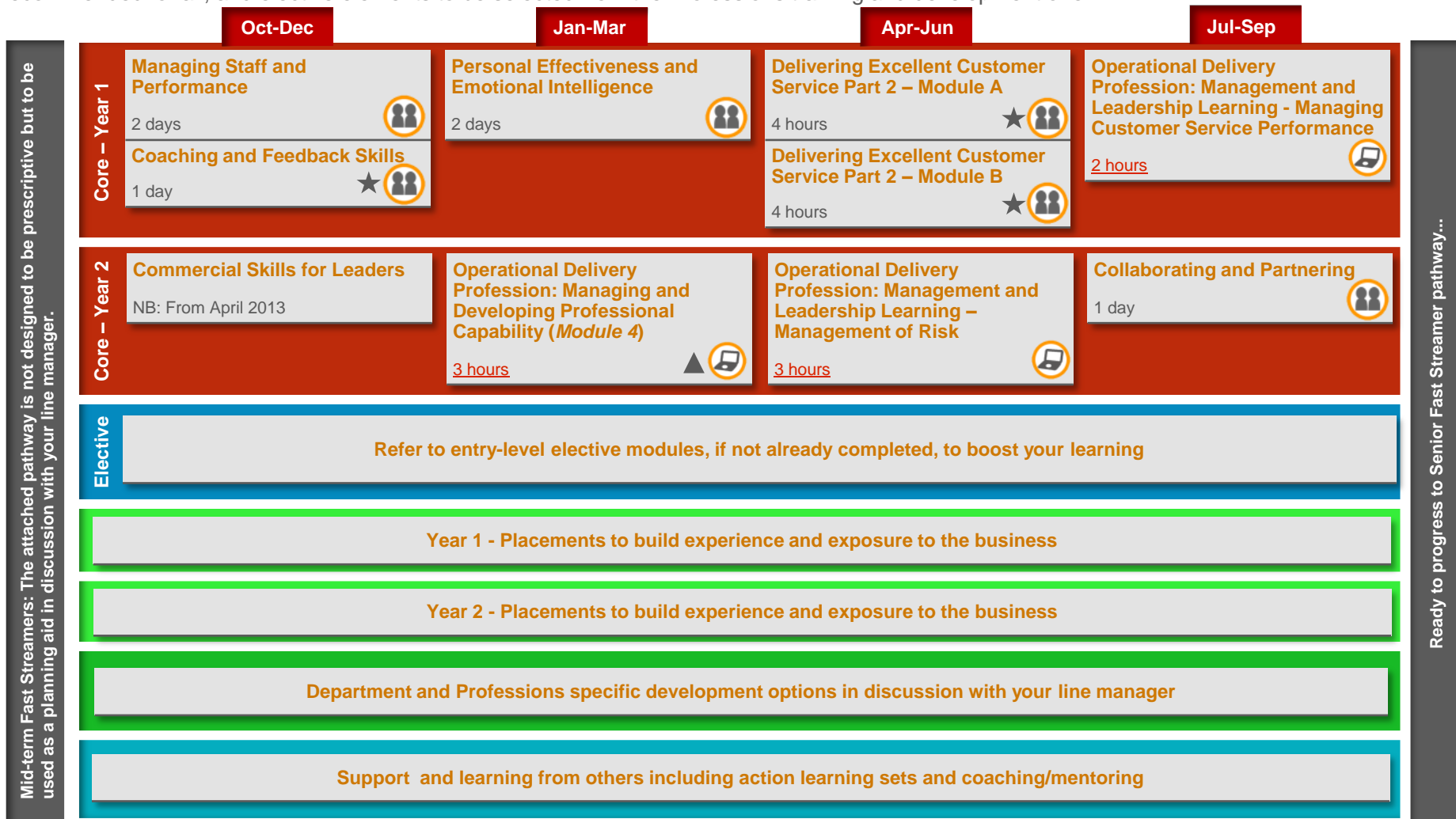▲ Operational Delivery Profession: Introductory and Essential Professional Learning

www.civilservice.gov.uk/learning

Fast Stream Development Pathway – Mid-term at-a-glance (2 years)

Learning Outcome: To gain the essential knowledge and skills to manage staff and/or manage resources within a dedicated area of work activity as a Fast Streamer.

How? This at-a-glance guide outlines the recommended pathway for **mid-term Fast Streamers** from **October 2012** covering a broad range of core skills, including commercial awareness and people management, and professional competencies. The pathway includes a mix of core elements recommended for all, and elective elements to be selected from the Professions training and development offer.

Mid-term Fast Streamers: The attached pathway is not designed to be prescriptive but to be used as a planning aid in discussion with your line manager.
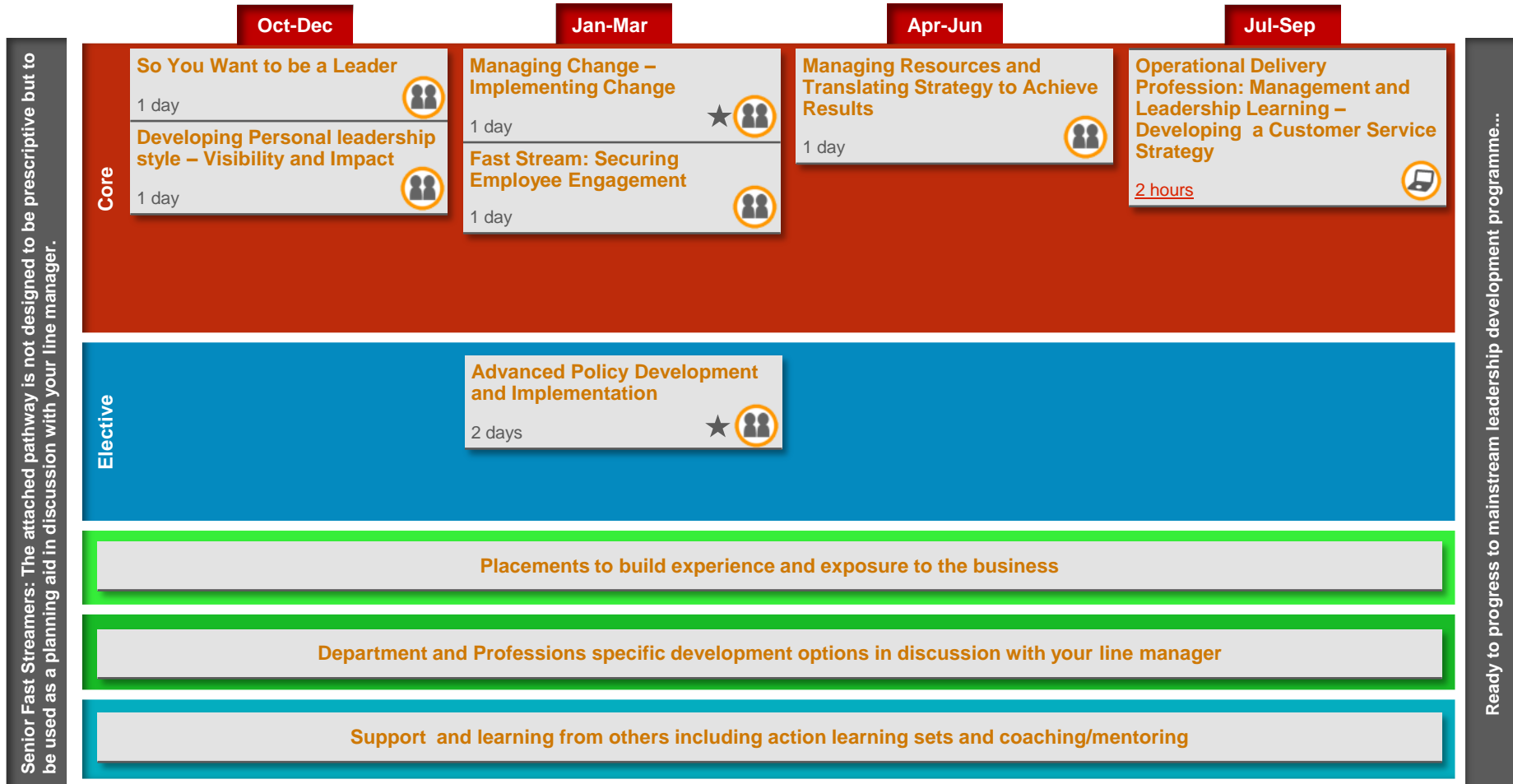
	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
Core – Year 1	**Managing Staff and Performance** — 2 days 👥 / **Coaching and Feedback Skills** — 1 day ★👥	**Personal Effectiveness and Emotional Intelligence** — 2 days 👥	**Delivering Excellent Customer Service Part 2 – Module A** — 4 hours ★👥 / **Delivering Excellent Customer Service Part 2 – Module B** — 4 hours ★👥	**Operational Delivery Profession: Management and Leadership Learning - Managing Customer Service Performance** — 2 hours 💻
Core – Year 2	**Commercial Skills for Leaders** — NB: From April 2013	**Operational Delivery Profession: Managing and Developing Professional Capability (*Module 4*)** — 3 hours ▲💻	**Operational Delivery Profession: Management and Leadership Learning – Management of Risk** — 3 hours 💻	**Collaborating and Partnering** — 1 day 👥
Elective	Refer to entry-level elective modules, if not already completed, to boost your learning			

Year 1 - Placements to build experience and exposure to the business

Year 2 - Placements to build experience and exposure to the business

Department and Professions specific development options in discussion with your line manager

Support and learning from others including action learning sets and coaching/mentoring

Ready to progress to Senior Fast Streamer pathway…

Key:
👥 Workshop   💻 E-learning
★ Existing common curriculum workshops which will run for a Fast Stream audience
▲ Operational Delivery Profession: Introductory and Essential Professional Learning

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Fast Stream Development Pathway – Senior at-a-glance (1 year)

Learning Outcome: To gain essential knowledge and skills to effectively lead within a changing and complex environment as a Fast Streamer.

How? This at-a-glance guide outlines the recommended pathway for **Senior Fast Streamers** from **October 2012** covering a broad range of core skills, including management and leadership, and professional competencies, including policy and operational delivery. The pathway includes a mix of core elements recommended for all, and elective elements which you may choose to complete to build competence whilst undertaking a specific role.

Senior Fast Streamers: The attached pathway is not designed to be prescriptive but to be used as a planning aid in discussion with your line manager.

Ready to progress to mainstream leadership development programme...

Core

Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
So You Want to be a Leader — 1 day 👥	**Managing Change – Implementing Change** — 1 day ★👥	**Managing Resources and Translating Strategy to Achieve Results** — 1 day 👥	**Operational Delivery Profession: Management and Leadership Learning – Developing a Customer Service Strategy** — 2 hours 💻
Developing Personal leadership style – Visibility and Impact — 1 day 👥	**Fast Stream: Securing Employee Engagement** — 1 day 👥		

Elective

Advanced Policy Development and Implementation — 2 days ★👥

Placements to build experience and exposure to the business

Department and Professions specific development options in discussion with your line manager

Support and learning from others including action learning sets and coaching/mentoring

Key: 👥 Workshop   💻 E-learning   ★ Existing common curriculum workshops which will run for a Fast Stream audience   www.civilservice.gov.uk/learning