

### **Proud to be working in Kent**

Q. Learning has been working hard to help Kent County Council find the very best directors. Kent needs leaders with the talent to tackle the twin-challenges of chronic public finances, with large-scale cuts, *and* ever-rising demands on local services.

In Kent, we are running assessment centres to find leaders capable of meeting those challenges. Each assessment centre tests candidates against a range of core competencies through a series of business-focused tasks.

Candidates are required to demonstrate the highest degree of competency in crucial leadership areas. These include:

- Strategic judgement and decision-making
- Ethics and integrity
- Collaboration and partnership
- Delivering outcomes and innovation

We set the bar high so that only the top performers merit an interview for a director post.

The rigorous assessment process we have delivered ensures only innovative people capable of making the most of straitened financial circumstances will be in key positions at Kent County Council.

### **KCC Leader and Chairman of the Personnel Committee, Paul Carter, said:**

“These assessments have been enormously valuable to the Personnel Committee in the assessment process and the candidates themselves have commented very positively about their experience and what they have gained from the process.”

**Lesley Gosling, Q. Learning’s founder and Managing Director, is proud to be leading Q. Learning’s work for the Council.** ‘I’m a Kent girl. My father was a Kent Coast Guard and my mother a nurse in Folkestone, and they live nearby. I have a house here. Both my children went to university here. Kent matters to me, and I want to help the Council find the very best people to lead its service transformation over the next five years.’

Over the past 15 years, Q. Learning has worked with senior leaders and directors in major organisations throughout the UK and abroad. These include financial institutions such as HBOS, construction and engineering groups such as Costain and MWH, tech companies such as Oracle and Orange, as well as some of the best police forces and hospitals in the UK.



The Stable Suite  
21 Hart Street  
Henley-on-Thames  
Oxfordshire  
RG9 2AR  
Tel: +44 (0)1491 414202  
Fax: +44 (0)1491 414303  
[www.qlearning.com](http://www.qlearning.com)