Y Gyfres Arweinyddiaeth

Arweinwyr sy'n Fenywod
Women in Leadership

The Leadership Series

RHONDDA CYNON TAF

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Cyfres Arweinwyr sy'n Fenywod – Arwain mewn Byd Rhithiol

Bydd y sesiwn yn cael ei chynnal:

Dydd Mercher 10fed Tachwedd 9.30am - 12.00pm trwy Microsoft Teams

Efallai y daw arweinyddiaeth yn hawdd wrth weithio wyneb yn wyneb â'ch carfan. Mae modd i chi weld pobl, arsylwi ar eu hymddygiad, darllen iaith y corff, meithrin perthnasoedd, rhoi arweiniad ac ysgogi aelodau'ch carfan. Mae modd i chi fonitro cyflawniad, coetsio, rhannu gwybodaeth, rhwydweithio a chreu naws gadarnhaol.

Yn y byd rhithwir, fodd bynnag, bydd amgylchedd cartref pob aelod o'r garfan yn dod â gwahanol heriau, amgylchiadau domestig a phersonol, straen, addysgu plant gartref ac ati. Mae pawb yn beiriannydd cymorth technegol, yn brwydro â band eang, pethau yn y cefndir sy'n tynnu'r sylw, lle deche i weithio i enwi ond rhai.

Yn y sesiwn yma, byddwn ni'n edrych ar yr ymchwil sydd wedi dangos bod menywod wedi bod yn arbennig o anfodlon yn ystod y pandemig. Yn yr achlysur yma, byddwn ni'n ystyried cymhlethdodau darparu arweinyddiaeth trwy rith-lwyfannau gyda charfanau anghysbell. Byddwn ni'n clywed gan arweinwyr diwydiant ar sut maen nhw wedi addasu a ffynnu yn yr amgylchedd rhithwir.

Sut i Fynychu

Mae'r Gyfres Arweinyddiaeth yn **agored i'r holl staff**. I gadw lle ar unrhyw un o'r achlysuron, mewngofnodwch i RCT Source ac ewch i'r adran **Eich Gweithgarwch Dysgu a Datblygu – Arweinyddiaeth a Rheoli** – yna dewiswch **Y Gyfres Arweinyddiaeth**, lle cewch ddod o hyd i wybodaeth bellach am bob sesiwn.

Bydd y sesiynau'n cael eu recordio ar gyfer staff sydd ddim yn gallu mynychu a byddan nhw ar gael yn yr un ardal o RCT Source.

Women in Leadership – Leading in a Virtual World

This session will be held on:

Wednesday 10th November 9.30am - 12.00pm and will be hosted via Microsoft Teams

Leadership may come easily when working face-to-face with your team. You can see people, observe their behaviour, read body language, build relationships, give guidance and motivate your team members. You can monitor performance, coach, share knowledge, network and create a positive vibe.

In the virtual world, however, each team member's home environment will bring different challenges, domestic and personal circumstances, stress, home-schooling and so on. Everyone is their own technical support engineer, battling with broadband, background distractions, a proper working space to name but a few.

In this session we will take a look at the research which has demonstrated that women have been particularly disaffected during the pandemic. In this event we will explore the complexities of providing leadership through virtual platforms with remote teams. We will hear from industry leaders on how they have adapted and thrived in the virtual environment.

How to Attend

The Leadership Series is **open to all staff**. To book on to any of the events log onto RCT Source and go to **Your Learning & Development – Leadership and Management** section – then select **The Leadership Series**, where you will find further information about each session.

The sessions will be recorded for staff who are unable to attend and will be available in the same area of the RCT Source.

Agenda'r
Arwain mewn Byd Rhithiol

Croeso a Chyflwyniad –
Melanie Warburton,
Rheolwr Amrywiaeth a Chynhwysiant

Arwain mewn Pandemig
Sara Pitt,
Cyfarwyddwr Cyllid Cynorthwyol (Dirprwy A.151)
Cyngor Dinas Birmingham

Pam dewis cymorth deallusrwydd artiffisial? Yr effaith seicolegol
Maria Paviour,
Prif Swyddog Gweithredol a sylfaenydd 'Wellbeing with Cari' (Llwyfan Lles a Chyflawniad yn y Gweithle), crëwr Model Coetsio NeuChem®

Taith i Arweinyddiaeth
Deborah Limb,
Pennaeth Gweithredu Strategaethau
Learning Pool

Ymgysylltu Digidol ar gyfer Llwyddiant Sefydliadol –
Sarah Day,
Prif Weithredwr, Practice Solutions Limited

Cymell a herio'r garfan – Gweithrediad y Cyngor o weithio gartref trwy gydol y Pandemig –
Elaine Pritchard,
Rheolwr Isadeiledd y Gwasanaeth, Gwasanaethau Rheng Flaen TGCh – RhCT

Sylwadau i gloi –
Melanie Warburton,
Rheolwr Amrywiaeth a Chynhwysiant

Leading in a Virtual World
Agenda

Welcome and Opening –
Melanie Warburton,
Diversity and Inclusion Manager

Leading in a Pandemic
Sara Pitt,
Assistant Director of Finance (Deputy S.151)
Birmingham City Council

Why choose AI support? The psychological effect and impact
Maria Paviour,
CEO and founder of Wellbeing with Cari (Workplace Wellbeing and Performance Platform), creator of the NeuChem® Coaching Model

Journey into Leadership
Deborah Limb,
Head of Strategy Implementation at
Learning Pool

Digital Engagement for Organisational Success –
Sarah Day,
Chief Executive, Practice Solutions Limited

Team motivation and challenges – The Council's implementation of homeworking throughout the Pandemic –
Elaine Pritchard,
Service Infrastructure Manager, ICT Frontline Services – RCT

Closing Remarks –
Melanie Warburton,
Diversity and Inclusion Manager

Bywgraffiadau'r Siaradwyr

Siaradwr Gwadd
Sara Pitt –
Cyfarwyddwr Cyllid Cynorthwyol (Dirprwy A.151)
Cyngor Dinas Birmingham

A hithau'n Arweinydd Cyllid profiadol a phroffesiynol, mae Sara wedi gweithio ym maes llywodraeth leol am 28 mlynedd yn rhanbarth Canolbarth Lloegr a'r cyffiniau. Mae hi wedi gweithio i awdurdodau Dosbarth, Bwrdeistref, Sir a Dinas Craidd.

Ymunodd Sara â Birmingham ym mis Chwefror 2020. Mae ei swydd fel Cyfarwyddwr Cynorthwyol Cyllid a Dirprwy Swyddog Cyllid A.151 wedi canolbwyntio ar ddatblygu a chyflawni gweledigaeth 10 mlynedd a model gweithredu targed ar gyfer Cyllid. Mae hyn yn cynnwys gweithredu system ERP, gwella rheolaeth ariannol ar draws y Cyngor a thrawsnewid yr Adran Gyllid yn wasanaeth modern, ystwyth a gwych.

O dan arweinyddiaeth Sara o'r Garfan Cyllid, symudodd Cyngor Dinas Birmingham o sgôr Rheolaeth Ariannol Sefydliad Siartredig Cyllid Cyhoeddus a Chyfrifyddiaeth 1 seren i sgôr 3 seren gan ddyrchafu'r awdurdod lleol i un o'r goreuon yn y DU. Nid yn unig roedd hwn yn gyflawniad sylweddol i Birmingham ond cyflawnwyd y sgôr 3 seren flwyddyn ynghynt na'r disgwyl.

Yn ddiweddar, derbyniodd Sara wobr Canmoliaeth Uchel gan Sefydliad Siartredig Cyllid Cyhoeddus a Chyfrifyddiaeth fel Arweinydd Cyllid y Flwyddyn COVID. Roedd hwn yn gyflawniad gwych ac yn gydnabyddiaeth genedlaethol wych o rinweddau arwain Sara. Roedd y Garfan Cyllid hefyd ar y rhestr fer am y gwelliannau sylweddol a wnaed i adroddiadau ariannol yng Nghyngor Dinas Birmingham. Dim ond un o'r nifer o welliannau a wnaed a arweiniodd at gyflawni sgôr Rheolaeth Ariannol 3-Seren Sefydliad Siartredig Cyllid Cyhoeddus a Chyfrifyddiaeth.

Speaker Biographies

Guest Speaker
Sara Pitt –
Assistant Director of Finance (Deputy S.151)
Birmingham City Council

An experienced and professional Finance Leader, Sara has worked in local government for 28 years in and around the Midlands region. Her career has spanned roles across District, Borough, County and Core City authorities.

Sara joined Birmingham in February 2020. Her role as Assistant Director for Finance and Deputy S.151 Finance Officer has focused on developing and delivering on a 10-year vision and target operating model for Finance. This includes the implementation of a best in breed ERP system, improving financial management across the council and transforming the Finance department into a modern, agile and best in class service.

Under Sara's leadership of the Finance team, Birmingham City Council moved from a 1-star CIPFA Financial Management rating to a 3-star rating elevating the local authority to one of the best in the Country. Not only was this a significant achievement for Birmingham but the 3-star rating was delivered a year earlier than planned.

Sara recently received a Highly Commended award from CIPFA as Finance COVID Leader of the Year. This was a brilliant achievement and fantastic national recognition of Sara's leadership qualities. The Finance team were also shortlisted for the considerable improvements made to financial reporting at Birmingham City Council. Just one of the many improvements made that led to the achievement of the CIPFA 3-Star Financial Management rating.

Siaradwr Gwadd
Maria Paviour –
Prif Swyddog Gweithredol a sylfaenydd 'Wellbeing with Cari' (Llwyfan Lles a Chyflawniad yn y Gweithle), crëwr Model Coetsio NeuChem®

Mae Maria Paviour hefyd yn arbenigwr niwrowyddoniaeth, seicolegydd galwedigaethol, arloeswr Ap arobryn, un o awduron gorau Amazon a siaradwr rhyngwladol.

"Yr hyn sy'n fy nghyffroi yw defnyddio niwrowyddoniaeth yn strategol sy'n datgloi gallu dynol, yn cyflawni nodau sefydliadol cyfannol ac yn sbarduno cynaliadwyedd a chyfiawnder cymdeithasol.

Fy nod yw gweithio gyda sefydliadau lle galla i helpu i newid y naratif:

- rhoi lles wrth wraidd diwylliant sefydliadol
- gwella cyflawniad y tu hwnt i'r disgwyliadau gorau, ym mhob maes, nid cyllid yn unig, gan gynnwys gwella gallu ymennydd pob unigolyn".

Fel seicolegydd galwedigaethol cofrestredig, rwyf bob amser wedi canolbwyntio ar les a chyflawniad yn y gwaith. Dros y 25 mlynedd diwethaf, rwyf wedi cyfuno hyn â'm cefndir mewn Rhyngweithio Peiriannau a Phobl, wrth ddatblygu seico-dechnoleg ac wrth ddatblygu llwyfan deallusrwydd artiffisial 'meddalwedd fel gwasanaeth' ar gyfer sefydliadau.

Mae fy astudiaethau ôl-raddedig cyfredol i Niwrowyddoniaeth Gymhwysol yng Ngholeg y Brenin, Llundain, yn sicrhau fy mod yn parhau i fod yn rhagweithiol ac ar flaen y gad o ran tystiolaeth ac ymchwil lles.

Rydw i o'r farn y dylai pawb fod yn ddiogel yn seicolegol a theimlo llawenydd cyflawniad brig yn y gwaith. Fy nghenhadaeth yw trosoli'r hyn rydyn ni'n ei wybod o niwrowyddoniaeth trwy dechnoleg deallusrwydd artiffisial i ddatrys problemau presenoldeb yn y gwaith."

Guest Speaker
Maria Paviour –
CEO and founder of Wellbeing with Cari (Workplace Wellbeing and Performance Platform), creator of the NeuChem® Coaching Model

Maria Paviour is also a Neuroscience Specialist, Occupational Psychologist, Award-winning App Innovator, Amazon Best-Selling Author and International Speaker.

"What excites me is strategically applying neuroscience that unlocks human capability, achieves holistic organisational goals and drives sustainability and social justice.

My goal is to work with organisations where I can help to change the narrative:

- put wellbeing at the core of organisational culture
- maximise performance beyond best expectations, in all domains, not just finance, including elevating every individuals' brain performance".

As a registered occupational psychologist, I have always focused on wellbeing and performance at work. Over the past 25 years I have combined this with my background in Human-Machine Interaction, in developing psycho-technology and in developing an AI software-as-a-service (AIaaS) wellbeing platform for organisations.

My current post graduate studies into Applied Neuroscience at King's College London, ensure that I proactively remain at the forefront of wellbeing evidence and research.

I believe that everyone should be psychologically safe and feel the joy of peak performance at work. My mission is to leverage what we know from neuroscience through AI technology to solve the problems of presenteeism at work."

Siaradwr Gwadd
Deborah Limb –
Pennaeth Gweithredu Strategaethau Learning Pool

Deborah yw Pennaeth Gweithredu Strategaethau Learning Pool, swyddogaeth newydd y mae hi wedi'i chymryd yn ddiweddar ar ôl 8 mlynedd yn Brif Swyddog Gweithrediadau. Mae hi wedi bod yn Learning Pool ers 14 mlynedd ac wedi gweithio gyda chydweithwyr yno i dyfu'r busnes dysgu digidol o'i ddyddiau cychwyn cynnar yn Derry, Gogledd Iwerddon i fod yn fusnes byd-eang o dros 300 o bobl gyda 1,200 o gwsmeriaid ledled y byd.

Dechreuodd Deborah ei gyrfa ym maes cyhoeddi llyfrau addysgol a thros y 30 mlynedd diwethaf mae wedi profi drosti ei hun y newidiadau seismig yn y modd y mae cynnwys dysgu yn cael ei ddylunio, ei baratoi a'i ddefnyddio – o brint ac wyneb yn wyneb, i CD-ROMau, ar-lein a dysgu symudol. Gan weithio i sefydliadau rhyngwladol mawr i ddechrau gan gynnwys Time Life Books ac International Thomson Publishing, casglodd Deborah brofiad yn rhan o garfan caffaeliadau ac uno a chafodd ei swyno gan fusnesau ar eu camau cyntaf a'r cyffro a'r posibiliadau roedden nhw'n eu cynnig. Yna ymgymerodd ag MSc canol gyrfa mewn Datblygu Adnoddau Dynol a gweithio gyda nifer o fusnesau bach ym maes dysgu oedolion a dysgu digidol cyn Learning Pool.

Gyda Learning Pool mae Deborah wedi gweithio'n rhithwir am y 14 blynedd diwethaf o'i swyddfa gartref yng Nghaerfaddon, er ei bod yn teithio cyn y pandemig yn rheolaidd i gwrdd â chwsmeriaid ac aelodau'r garfan. Mae carfan Learning Pool wedi gweithio'n galed i feithrin diwylliant cefnogol ac i gynnal hyn trwy'r 18 mis diwethaf o gyfnodau clo a gweithio rhithwir, gan sicrhau bod profiad y cwsmer yn parhau'n flaenoriaeth. Mae'r garfan wedi'i chydnabod eleni, gan gyflawni Achrediad 3 Seren, cael ei rhestru yn y 100 cwmni gorau i weithio iddyn nhw yn y DU, sicrhau Gwobr Aur Buddsoddwyr mewn Pobl a chyflawni Marc Amrywiaeth Gogledd Iwerddon.

Guest Speaker
Deborah Limb –
Head of Strategy Implementation at Learning Pool

Deborah is Head of Strategy Implementation at Learning Pool, a new role she has recently taken on after 8 years as Chief Operations Officer. She has been at Learning Pool for 14 years and has worked with colleagues there to grow the digital learning business from its early start up days in Derry, Northern Ireland into a global business of over 300 people with 1200 customers around the world.

Deborah started her career in educational book publishing and over the last 30 years has experienced first-hand the seismic changes in how learning content is designed, produced and consumed - from print and face-to-face, to CD-ROMs, online and mobile learning. Initially working for large international organisations including Time Life Books and International Thomson Publishing, Deborah gathered experience as part of an acquisitions & mergers team and became fascinated by early stage start-ups and the excitement and possibilities they offered. She then undertook a mid-career MSc in Human Resource Development and worked in a number of small businesses in the adult learning and digital learning space before Learning Pool.

At Learning Pool Deborah has worked virtually for the last 14 years from her home office in Bath, albeit pre-pandemic travelling regularly to meet with customers and team members. The Learning Pool team has worked hard to build a nurturing supportive culture and to maintain this through the last 18 months of lockdowns and virtual working, whilst ensuring customer experience remains our priority. The team have been recognised in 2021 achieving 3 Star World Class Accreditation from 'best companies', being listed in the top 100 companies to work for in the UK and are equally proud of their Investors in People Gold Award and to have achieved the Diversity Mark Northern Ireland.

Siaradwr Gwadd
Sarah Day –
Prif Weithredwr Practice Solutions

Sarah Day yw Prif Weithredwr Practice Solutions, cwmni sy'n cefnogi ac yn gyrru gwelliant mewn gofal cymdeithasol, iechyd a gwasanaethau cyhoeddus cysylltiedig. Mae hi'n arweinydd naturiol ac empathig sy'n ymdrechu i weithio gydag eraill i sicrhau newid cadarnhaol a gwneud gwahaniaeth i unigolion a sefydliadau.

Mae gan Sarah radd yn y Celfyddydau Perfformio, MA mewn Amlgyfrwng a PGC mewn Arweinyddiaeth Gynaliadwy. Er 2003, mae hi wedi defnyddio'r wybodaeth a'r arbenigedd yma i loywi ei sgiliau mewn ymgysylltu'n greadigol a chynhyrchu cyfryngau digidol. Mae hi wedi arwain ar lawer o brosiectau ar gyfer sefydliadau gan gynnwys llywodraeth genedlaethol a lleol a sefydliadau trydydd sector ledled y DU. Yn y prosiectau yma mae wedi ceisio ymgysylltu ag aelodau o gymunedau amrywiol i gael gwybod am eu profiadau o wasanaethau ac mae'n defnyddio fideo digidol yn gyfrwng ar gyfer casglu straeon pobl. Mae'r dull yma'n caniatáu i bobl gael dweud eu dweud wrth ddatblygu polisi ac wrth wella, a hynny ar y cyd ag arweinwyr, rheolwyr a gweithwyr rheng flaen sy'n ymwneud â gofal cymdeithasol a darparu gwasanaethau iechyd.

Yn ystod y blynyddoedd diwethaf, mae rôl Sarah fel Prif Weithredwr wedi golygu ei bod bellach yn canolbwyntio ar sicrhau llwyddiant a chynaliadwyedd parhaus i Practice Solutions a'r bobl y mae'n eu cyflogi. Mae hi'n angerddol am arwain a datblygu diwylliant gweithle effeithiol, cefnogol a chynhyrchiol sy'n ymateb i ofynion byd sy'n newid yn barhaus. Mae Sarah yn awyddus i arwain o'r blaen, rhannu arfer da a dysgu gan eraill sy'n rhannu'r un gwerthoedd o ran eisiau creu dyfodol gwell i bawb.

Guest Speaker
Sarah Day –
Chief Executive of Practice Solutions

Sarah Day is Chief Executive of Practice Solutions, a company that supports and drives improvement in social care, health and related public services. She is a natural and empathetic leader who strives to work with others to achieve positive change and make a difference for individuals and organisations.

Sarah has a Degree in Performing Arts, MA in Multimedia and PGC in Sustainable Leadership. Since 2003, she has used this knowledge and expertise to hone her skill in creative engagement and digital media production. She has led many projects for organisations including national and local Government and third sector organisations throughout the UK. Within these projects she has sought to engage with members of diverse communities to find out about their experiences of services and uses digital video as a tool to capture people's stories. This approach allows people to have a voice in the development of policy and improvement with leaders, managers and frontline workers involved in social care and health service delivery.

In recent years, Sarah's role as Chief Executive has meant that her focus has shifted onto ensuring continued success and sustainability for Practice Solutions and the people it employs. She is passionate about leading and developing an effective, supportive and productive workplace culture that responds to the demands of an ever-changing world. Sarah is keen to lead from the front, share good practice and learn from others who share the same values in wanting to create a better future for all.

Siaradwr Gwadd

Elaine Pritchard –

Pennaeth Gweithrediadau TGCh, Gwasanaeth TGCh a Digidol – RhCT

Mae Elaine wedi gweithio ei ffordd i fyny o Radd 1 i Bennaeth Gwasanaeth yn ystod ei 35 mlynedd yn gweithio ym maes llywodraeth leol.

Yn ei rôl bresennol, a hithau'n Bennaeth Gweithrediadau TGCh, mae hi'n goruchwylio 76 aelod o staff ar draws y meysydd canlynol: Desg Gwasanaeth TGCh a Pheirianwyr, Gwasanaethau Technegol (Gwasanaethau Isadeiledd a'r Ganolfan Ddata), Carfan Pecynnau TGCh yn ogystal ag Ymgysylltu â Chwsmeriaid, Rheoli Cyflenwyr a Chyfrifon, Gwasanaethau wedi'u Rheoli gan TGCh a Chontractau Busnes.

Yn 1993, roedd hi'n rhan o'r gwaith o gyflwyno System SIMS i ysgolion ar draws hen ardal Cyngor Morgannwg Ganol.

Mae Elaine wedi cynrychioli RhCT, gan lywio esblygiad Rhaglen Cydgasglu Band Eang y Sector Cyhoeddus (PSBA) gan weithio mewn cydweithrediad â Llywodraeth Cymru a phartneriaid yn y sector preifat fel Logicalis a BT.

Hi sy wedi arwain, ar ran y Gwasanaeth TGCh, ar gyllid gan Lywodraeth Cymru ar gyfer Ysgolion. Mae hyn yn cynnwys grant Dysgu yn y Gymru Ddigidol gwerth £3.1 miliwn yn 2013 a chyllid Trawsnewid Technoleg Addysg gwerth £55 miliwn yn 2019 – nod y ddau oedd gwella isadeiledd y rhwydwaith (switshis rhwydwaith, pwyntiau mynediad di-wifr) a band eang mewn ysgolion i sicrhau bod rhwydweithiau ysgolion yn unol â safonau'r 21ain Ganrif. Mae cyllid Trawsnewid Technoleg Addysg hefyd wedi talu am ddyfeisiau newydd i ddisgyblion.

Ar ddechrau'r pandemig, roedd Elaine yn ganolog i waith y Gwasanaeth TGCh a Digidol ehangach o gyflwyno dyfeisiau i dros 3,000 o staff y Cyngor fel bod modd iddyn nhw weithio gartref, a hynny mewn cyfnod cymharol fyr. Bu hefyd yn arwain ar waith y Gwasanaeth TGCh, law yn llaw â'r Adran Addysg, o roi dyfeisiau i dros 5,000 o ddisgyblion wedi'u hallgau'n ddigidol er mwyn iddyn nhw ddysgu ar-lein o'u cartref.

Guest Speaker

Elaine Pritchard –

Head of ICT Operations, ICT & Digital Services – RCT

Elaine has worked her way up from a Grade 1 to Head of Service during her 35 years service within local government.

Her current role as Head of ICT Operations sees her overseeing 76 staff across the following areas – ICT Service Desk and Engineers, Technical Services (Infrastructure & Data Centre Services), Applications Team as well as Customer Engagement, Supplier & Account Management, ICT Managed Service and Business Contracts.

During her career she has been involved with the first introduction and rollout of the SIMS System to Schools across the former Mid Glamorgan County Council area back in 1993.

Elaine has represented RCT, informing the evolvement of the All Wales Public Sector Broadband Network (PSBA) working in collaboration with Welsh Government and private sector partners such as Logicalis and BT.

She has taken a lead for ICT on Welsh Government funding for Schools such as the £3.1m Learning in Digital Wales (LiDW) grant in 2013 to the more recent 2019 £55m (all Wales) EdTech Transformation funding – both of which was to improve the network infrastructure (network switches, Wi-Fi Access Points) and broadband in schools to ensure schools networks were to 21st century standards. The EdTech Transformation funding has also allowed for new devices for pupils.

During the start of the pandemic, Elaine supported the process with the wider ICT & Digital Service on the roll out of devices to over 3000 Council users to be able to work from home in a relatively short period of time. She also took a lead for ICT with Education on equipping over 5000 digitally excluded pupils to be able to access on-line learning from home.

RHONDDA CYNON TAF

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