

CareTutor

LIVE CPD WEBINAR

Developing New Managers and Deputies in Adult Social Care

How to build a practical succession plan and grow future leaders from within

June 4th 2026 at 11:00 AM BST

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Who are we?



- ✓ CareTutor is a social care training provider delivering the following:
 - Pathway our video-based eLearning platform with over 100 video-based courses
 - Leadership training programme - SfC designed, instructor led, fully funded, delivered by webinar
 - TeamTalk our team learning toolkit
- ✓ Courses are Peer reviewed by organisations such as the Social Care Institute of Excellence.
- ✓ We are a Quality Assured Care Learning Service
- ✓ Great for induction, refresher and Care Certificate Training
- ✓ Feature-Packed Learning Management System - Track Your Team Learning Progress

Why this matters now

Adult social care needs confident, capable future leaders.



31%

Many services are already facing recruitment, retention and leadership pressures.

of registered managers are expected to retire in the next 15 years according to Skills for Care

CQC looks at leadership, stability, culture and succession planning through Well-led.

Developing future leaders should start before a vacancy appears.

We will explore:

- ✓ Why succession planning matters.
- ✓ What Skills for Care's updated guide covers.
- ✓ How to identify emerging talent fairly.
- ✓ How to build practical development routes.
- ✓ How Lead to Succeed, Well-led and the Manager Induction Standards can support future managers.
- ✓ How CareTutor can help providers turn this into action.

What is succession planning?

- ✓ Identifying potential future leaders.
- ✓ Supporting deputies, seniors and aspiring managers.
- ✓ Developing values, behaviours, skills and knowledge.
- ✓ Preparing people before they step into management roles.
- ✓ Reducing disruption when managers leave, retire or move on.

Why providers should not wait

Without succession planning, services may face:

✓ Leadership gaps and greater risk to quality, continuity and Well-led evidence.

✓ Loss of knowledge and experience.

✓ Increased external recruitment costs.

✓ Reduced morale and retention.

✓ Inconsistent management practice.

What good succession planning can achieve

A structured approach can support:

- ✓ Continuity of leadership and quality.
- ✓ Better retention of internal talent.
- ✓ Clearer career progression.
- ✓ Stronger deputy and senior roles.
- ✓ More inclusive leadership opportunities.
- ✓ Better preparation for CQC expectations.

The Skills for Care guide

The guide supports providers to:

- ✓ Shape a succession plan.
- ✓ Identify emerging talent.
- ✓ Plan development around values, behaviours, skills and knowledge.
- ✓ Use practical development opportunities.
- ✓ Link development to courses and qualifications.
- ✓ Recruit more confidently into deputy and manager roles.

The future manager journey

Recommended development journey

- ✓ Frontline health or care experience.
- ✓ Identify emerging talent.
- ✓ Recruit onto a succession planning programme.
- ✓ Use internal development opportunities.
- ✓ Complete leadership programmes and qualifications.
- ✓ Recruit to deputy or registered manager roles when ready.

CareTutor leadership programmes can support key stages of this journey.

Step 1: Shape your succession plan

A good plan should include:

- ✓ Purpose and objectives.
- ✓ Key roles and responsibilities.
- ✓ Values and behaviours.
- ✓ Inclusion and fairness.
- ✓ Competency and skills assessment.
- ✓ Development plans and review points.

Use LMS pathways and leadership programmes to make the plan easier to track and deliver.

Step 2: Identify emerging talent

- ✓ Look for people who:
- ✓ Build respectful relationships.
- ✓ Communicate clearly.
- ✓ Show professional behaviour.
- ✓ Seek feedback and learning.
- ✓ Take initiative.
- ✓ Support team decisions.
- ✓ Stay calm, resilient and solution-focused.

Spotting potential fairly

Avoid only choosing the loudest or most confident people.

Use a mix of:

- ✓ One-to-ones.
- ✓ Supervision and appraisal.
- ✓ Peer feedback.
- ✓ Observations.
- ✓ Self-nomination.
- ✓ Structured checklists.
- ✓ Values-based discussion.

Key message:

Potential may need support before it becomes confidence.



Step 3: Build development around values and behaviours

Future managers need more than task knowledge.

Focus on:

- ✓ Accountability.
- ✓ Compassion.
- ✓ Collaboration.
- ✓ Inclusion.
- ✓ Integrity.
- ✓ Curiosity.
- ✓ Professionalism.

CareTutor link:

Leadership development helps managers practise these behaviours in real care situations.

Step 4: Use practical development opportunities

Development should include real experience, not training alone.

Examples include:

- ✓ Mentoring with an experienced manager.
- ✓ Champion roles.
- ✓ Leading a team meeting.
- ✓ Supporting supervision.
- ✓ Managing a service improvement project.
- ✓ Delivering internal learning.
- ✓ Networking with other services.

Step 5: Link to leadership programmes

Skills for Care's journey highlights:

- ✓ Lead to Succeed.
- ✓ Manager Induction Standards.
- ✓ Level 5 Diploma in Leadership and Management for Adult Care.
- ✓ Ongoing CPD and development.

CareTutor delivers Skills for Care leadership programmes that support aspiring, new and existing managers.

Where Lead to Succeed fits

Lead to Succeed can help future managers develop:

- ✓ Leadership confidence.
- ✓ Team communication.
- ✓ Supervision and coaching skills.
- ✓ Positive workplace culture.
- ✓ Resilience in challenging situations.
- ✓ Readiness for CQC expectations.

Where Well-led fits

Well-led supports managers to think about:

- ✓ Leadership behaviours.
- ✓ Culture and values.
- ✓ Governance and oversight.
- ✓ Improvement.
- ✓ Working beyond the service.
- ✓ Leading high-performing teams.

CareTutor link:

Well-led helps managers move from “doing the job” to leading the service.

Manager Induction Standards and next steps

The Manager Induction Standards can support:

- ✓ New and aspiring managers.
- ✓ A structured first six months.
- ✓ Clearer development planning.
- ✓ Consistent management expectations.
- ✓ Preparation for future registered manager responsibilities.

Key message:

Use the standards as a development tool, not just a document.

Making succession planning visible

Evidence might include:

- ✓ Succession plan.
- ✓ Emerging talent checklist.
- ✓ Development plans.
- ✓ Supervision and appraisal records.
- ✓ LMS training records.
- ✓ Mentoring notes.
- ✓ Project work.
- ✓ Leadership programme attendance.
- ✓ Review and follow-up actions.

The LMS can help providers organise, track and evidence development activity.

How TeamTalk can support future leaders



Share. Reflect. Learn. Evidence

TeamTalk can give emerging leaders safe opportunities to:



Lead short reflective discussions.



Practise communication skills.



Support team learning.



Discuss real care situations.



Build confidence before formal management roles.



Evidence learning and reflection.

Common barriers

Providers may worry about:

- ✓ Limited time.
- ✓ Cost of development.
- ✓ Staff leaving after training.
- ✓ Lack of confidence in internal candidates.
- ✓ Inconsistent manager support.
- ✓ Not knowing where to start.

Practical response:

Start small, structure the process and use existing supervision, learning and leadership routes.

A simple action plan for providers

After today, consider:

- ✓ Who could be a future deputy or manager?
- ✓ What qualities are they already showing?
- ✓ What gaps need support?
- ✓ What development opportunities could start now?
- ✓ Which funded leadership programmes could help?
- ✓ How will you record and review progress?

How CareTutor can support

CareTutor can support providers through:
Skills for Care leadership programmes.

- ✓ Lead to Succeed.
- ✓ Well-led.
- ✓ Manager development support.
- ✓ CareTutor LMS learning pathways and evidence.
- ✓ CPD-accredited eLearning.
- ✓ TeamTalk reflective learning sessions.



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RECOGNISING EXCELLENCE IN SUPPLIERS TO SOCIAL CARE

Key message

Do not wait for a manager vacancy to start developing leaders.

- ✓ Spot potential early.
- ✓ Make the process fair and inclusive.
- ✓ Build confidence through real experience.
- ✓ Link development to Skills for Care frameworks.
- ✓ Use funded leadership support where available.
- ✓ Evidence the journey clearly.

Our Upcoming Webinars

Date	Webinar Subject
June 11	How to Access Skills for Care Fully Funded Leadership Programmes and CPD courses
June 18	From Training to Practice: Embedding Learning in Adult Social Care (Free CPD Event) <i>Joint webinar with Devonshires Solicitors</i>
June 25	From Compliance to Culture: Building a Learning Culture in Your Care Service
July 2	The importance of staff training and the risk of failing to embed knowledge in an organisation <i>Joint webinar with Devonshires Solicitors</i>

Q&A

- ✓ Questions and discussion
- ✓ What makes succession planning difficult in your service?
- ✓ How do you currently identify future leaders?
- ✓ What support do deputies and aspiring managers need most?
- ✓ How could CareTutor support your next steps?



Get in touch for more details