



PREPARING FOR EXECUTIVE LEADERSHIP PROGRAMME 2020-21

WELCOME

In 2019, CDN launched its first ever Preparing for Executive Leadership (PEL) Programme for college senior leaders to prepare them for executive leadership roles. Following on from the success of the first cohort, this innovative Programme is now in its second year. It has been designed for college senior leadership to participate in a challenging, thought provoking and collaborative development and coaching experience that will help them take forward the sector with confidence and courage.

The Programme has been developed in response to sector



demand, together with specially commissioned research that identifies the main challenges facing college leaders, as well as the key skills, capacities and characteristics required to lead in the 21st century.

This year we are also delighted to be partnering with **Know You More**, a social enterprise dedicated to supporting young people, while providing expert executive coaching for PEL participants. Under this new initiative, Know You More will gift the same level of executive coaching to one young person for every PEL participant.



Jim Metcalfe
Chief Executive, CDN

PURPOSE AND OBJECTIVES

The purpose of the Preparing for Executive Leadership Programme is to prepare senior college leaders for executive roles. Participants will:

- Develop enhanced self-awareness and understanding of personal leadership style, skills, capacity and effectiveness
- Identify areas for personal development and monitor progress against development goals through coaching support and reflective practice
- Gain greater awareness of personal communication style and how to use this awareness to influence, negotiate, network and communicate more effectively with a range of stakeholders
- Develop a greater understanding of Adaptive, Collective and Systems Leadership
- Identify and explore strategic initiatives that will have positive outcomes system wide
- Enhance problem-solving and decision-making skills to support college leaders operating in a volatile, uncertain, chaotic and ambiguous world
- Encourage cross-college collaboration and co-creation of new initiatives

‘Not only does the PEL course provide one-to-one coaching, expert training, support and guidance in a range of themes crucial to successful executive leadership in the modern college, it creates the time and headspace to immerse yourself in the subject areas.’

2019 PEL Participant

PROGRAMME OVERVIEW

This 9-month Programme has been developed based on specifically commissioned research together with feedback from within and outwith the college sector. It incorporates the most up-to-date Leadership theories and practices and is facilitated by experts from various disciplines including Design Sprint, Communication, Public Affairs and Crisis Management.

The Programme seeks to support each candidate in reaching their potential as a Systems Leader. It offers the opportunity to engage in deep personal learning as well as

the chance to co-create strategic initiatives that will have an impact system wide.

Pre course work involves a welcome meeting with the course leader, a 360-feedback process, and guided self-reflection. This is followed by three residentials during which participants will take part in a number of workshops. Each participant will be matched with an Executive Coach who will work with them throughout the Programme and teams are supported with their strategic initiative through group coaching.



‘I can already see how my involvement in the Programme is going to benefit me, my colleagues, and my college in the months and years to come.

‘With much of the course based on the principles of reflective practice, sharing and professional dialogue, it was great to be able to learn more about my fellow college leaders, and to understand their aspirations, challenges, roles and responsibilities so as to establish a high level of honesty, openness and trust from the outset.’

2019 PEL Participant

SUMMARY



Welcome

Once participants have signed up to the Programme, they will take part in an online 1:1 welcome meeting with the Programme leader. The purpose of this meeting is to learn more about the participant and explore how CDN can best support them through the Programme.



360° Feedback

Participants will be issued with an online 360° feedback tool based on a nationally recognised leadership framework. After completing the questionnaire, colleagues will be invited to provide feedback.



Residential 1

3 days (June 2020)

During the first residential participants use a range of different methods including Lego® Serious Play® and Design Sprint to explore the system in which they work, and identify areas that require change or disruption. This exploration leads to a number of strategic initiatives that will be developed throughout the Programme.



Collaborative development of strategic initiatives

Based on findings emerging from the first residential, small groups will work together to develop collaborative real-time strategic initiatives that will run for the duration of the Programme.



Residential 2

3 days (October 2020)

The second residential explores the areas of Communication, Engaging and influencing external stakeholders, Finance: working effectively with the hand you are dealt and Leading in a crisis.



Residential 3

2 days (March 2021)

The final residential offers participants the opportunity to tell the story of their individual learning journeys and the strategic initiatives they have been working on. Finally there is an indepth workshop that supports participants to prepare for their next career step.

Executive Coaching with Know You More



Throughout the Programme participants receive **6 x 1:1 Executive Coaching sessions**. CDN has partnered with Know You More, a social enterprise dedicated to supporting young people, while providing high level digital executive coaching.

As part of this partnership, each PEL participant will have the opportunity to nominate one young person (aged between 18-25) who will be provided with 6 x 1:1 executive coaching sessions free of charge.

You can find out more about Know You More's work by visiting: www.knowyoumore.com



KNOWYOUMORE

Group coaching

In addition to the executive coaching sessions, the Programme will also include **3 group coaching sessions** to support your group's work on the strategic initiatives.

DATES

The Programme runs for 9 months starting in June 2020, finishing in March 2021.

WHO SHOULD ATTEND?

Senior college leaders for whom the next step is an executive role.

HOW TO APPLY

For further information and to apply for a place on this Programme, please contact Victoria Underwood, Head of Governance and Leadership at CDN: victoria.underwood@cdn.ac.uk

www.cdn.ac.uk

 @ColDevNet

 College Development Network



cdn

College Development Network