

Preparing for Executive Leadership Programme 2019-20

A bespoke programme for the college sector

Welcome

I am delighted to introduce the **Preparing for Executive Leadership Programme** for aspiring senior leaders looking to take the next step to executive level.

This 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.

The result is an exciting, 12-month programme that harnesses new technology together with leading edge learning and development methods. It provides a unique opportunity for senior college leaders to participate in a practical, challenging, thought provoking and collaborative development experience.

Through this programme, we hope to engage with existing talent to identify and motivate the next generation of Executive College Leaders and to prepare them in taking the sector forward with confidence and courage.



A handwritten signature in white ink, appearing to read 'Jim Metcalfe'. The signature is stylized and written on a dark teal background.

Jim Metcalfe, Chief Executive
College Development Network (CDN)

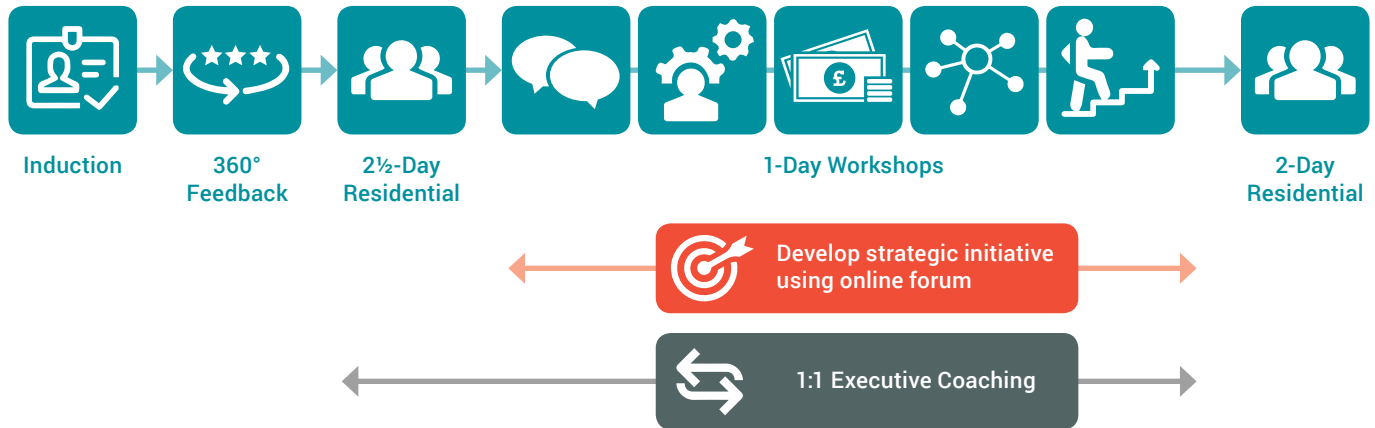
Purpose and objectives

The purpose of the **Preparing for Executive Leadership Programme** is to prepare senior college leaders for executive roles. Each participant 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
- Engage in cross-college collaboration and co-creation of new initiatives.

Programme overview

The programme commences with a one-day induction, followed by an online 360° feedback process. A two-and-a-half-day residential experience is followed by five one-day workshops. Throughout the programme, participants will collaborate on a strategic initiative and be supported with a series of executive coaching interventions. The programme finishes with a two-day residential.





June 2019 **One-day Induction**

The morning is dedicated to inducting participants into the format and content of the programme. In the afternoon, participants will engage with an activity designed to help them reflect on their current leadership practice.



June 2019 **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.



September 2019 **Two-and-a-half-day Residential**

During the first residential, participants will begin to explore their default behaviours and the potential impact of these behaviours on others. They will also engage in leading-edge learning and development approaches to horizon-scanning and project work.



September 2019 **Collaborative development of strategic Initiatives**

Based on findings emerging from the residential, small groups will work together using an online platform to develop collaborative real-time strategic initiatives that will run for the duration of the programme.

One-day Workshops

Five one-day workshops will take place in November, January, February, March and April. These workshops will be facilitated by a range of subject specialists, facilitators, and experienced senior leaders.

Topics covered include:



Dialogue and communication



Leading in a crisis



Finance: working effectively with the hand you are dealt



Engaging and influencing external stakeholders



Preparing for your next career step.



June 2020 Two-day Residential

During the final residential, groups will present the outcomes of their strategic initiatives. Individuals will share elements of their personal learning journey, and together, participants will explore next steps.



1:1 Executive coaching

For the duration of the programme, each participant will be supported by an executive coach.

Dates

The first Preparation for Executive Leadership Programme is a pilot which is offering 12 places for a start date of June 2019, completing June 2020.

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 Pyle, Head of Governance and Leadership at CDN:
victoria.pyle@cdn.ac.uk

www.cdn.ac.uk

 @ColDevNet

 College Development Network

