

EMERGING STRATEGIC LEADERS

The Emerging Strategic Leaders programme is for operational leaders who have the potential, ability and ambition to reach senior leadership positions. Participants, who already have significant leadership experience, find that they build on this by gaining a unique insight into becoming a more strategic leader and understanding how they might have a more positive impact on society.

The programme contributes to the personal and professional development of leaders through debate, discussion and reflection, complementing their core leadership competencies, and their existing skills and experience.

The programme offers an opportunity to:

- develop an understanding of the current and future demands of leadership;
- help develop the wisdom and insight to make good decisions at difficult times;
- discuss individual leadership challenges and ways to resolve them with a diverse cross-section of leaders;
- consider what organisations and society will demand from leaders in the future;
- gain a greater understanding of different operational cultures across society and how to think differently from their own organisation or sector.

PROGRAMME OUTLINE

The programme is a one week long fully residential programme within the walls of Windsor Castle and there are five programmes a year. A 24 hour, Part Two meeting is held six months later, at which participants can review progress, share new challenges and strengthen networks for the future. All programmes operate under the *Chatham House Rule, enabling honest and open discussion.

All of the programmes have an experienced chairperson and a small number of facilitators.

*"Where a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed; nor may it be mentioned where the information was received."

PROGRAMME AIMS

The programme aims to:

- develop the personal qualities, insight and wisdom needed by those leaders operating at the highest levels;
- support the self-development of leaders, with a focus on the role they can play in society, and within their organisations, as their responsibilities increase;
- provide the opportunity to focus on a leaders own leadership style, strengths and areas for development, and so build personal confidence;
- share wider insights into handling difficult leadership challenges;
- create a strong peer support network from across all sectors

A recent participant said: **“The unique benefit to me was meeting new people from sectors I wouldn’t normally engage with, who stretch your thinking and challenge you. I left a different person to the one who arrived.”**

PROGRAMME OVERVIEW

Through a series of focused syndicate discussions, first-hand examples of leadership from challenging speakers, and personal insights, the group will explore what society, and organisations, demand from leaders, and how that might change over the next ten years.

WHO SHOULD ATTEND?

These programmes are designed for people identified as having high potential, and the ability and ambition to reach influential strategic leadership positions within the next 5-10 years. They are typically about a third of the way along their leadership journey, with no less than five years of team and operational leadership experience.

Participants are looking to develop a more strategic approach as a leader, and to build on their existing leadership skills and competencies.

An example of participants' roles on a programme include:

- Departmental / Area Manager
- Wing Commander / Commander / Lieutenant Colonel
- Chief Superintendent
- Deputy Director in the Civil Service
- Chief Executive of a small charity
- Head of / Directors

HOW ARE NOMINATIONS MADE?

- Self-nomination. If the individual meets the criteria and has authorisation from their Line Manager;
- nominations are made through HR departments, as an outcome of personal development discussions between the individual and the Line Manager;
- the nominations then undergo a rigorous selection process to ensure the high calibre of participants.

All applicants will be assessed internally to determine the most suitable programme. Whilst suggestions of levels as above are used as a guide, each applicant will be evaluated in relation to their own history and experience of leadership in order to ensure the most appropriate programme is selected.

FURTHER INFORMATION

Contact Email: enquiries@windsorleadership.org.uk Telephone: 01753 830202

Or visit our website: www.windsorleadership.org.uk/leadership-programmes