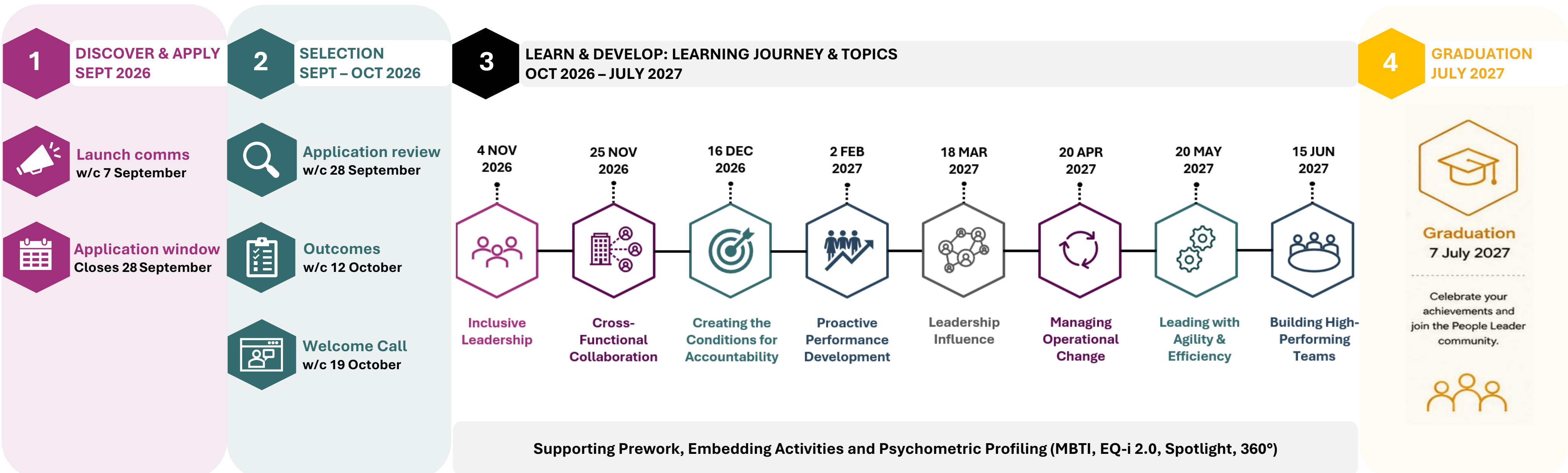


People Leader Development Programme

Your leadership development journey

Developing confident, inclusive leaders who inspire people, drive performance and create impact.



BLENDED LEARNING JOURNEY
Engaging digital prework, interactive sessions and practical application in the flow of work.



PRACTICAL & RELEVANT
Real-world tools, case studies and activities to help you apply learning immediately.



SUPPORTED EVERY STEP
Access optional coaching, mentoring and a community of fellow people leaders.



READY TO TAKE YOUR NEXT STEP?
[CLICK HERE TO APPLY](#)

People Leader Development Programme

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Developing confident, inclusive leaders who inspire people, drive performance and create impact.



Date:

4 NOV
2026



Title:

**Inclusive Leadership:
Know Your Impact**

Learning
Objectives:

- Spot and remove barriers that prevent people from contributing and succeeding.
- Lead inclusively by listening, staying curious and valuing different perspectives.
- Adapt your leadership style to meet individual needs and help people perform at their best.

25 NOV
2026



**Cross-Functional
Collaboration:
Breaking Down Silos**

- Encourage collaboration across teams through knowledge sharing and joint problem-solving.
- Create a team environment where people feel safe to contribute, share ideas and work together.
- Help your team work towards wider organisational goals by building stronger connections across teams.

16 DEC
2026



**Creating the Conditions
for Accountability:
Setting Expectations,
Building Ownership**

- Understand what high performance looks like at LBU and identify ways to improve team performance.
- Recognise the key ingredients of a high-performing team, including trust, psychological safety and positive role modelling.
- Lead effective conversations that set clear expectations and support positive change.

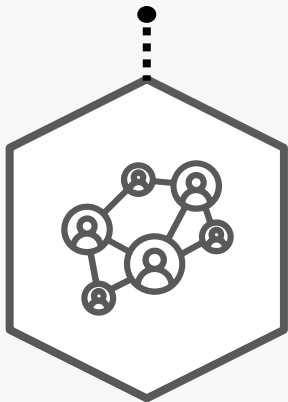
2 FEB
2027



**Proactive Performance
Development: Coaching,
Feedback, and Talent
Development**

- Set clear expectations and hold effective performance conversations that recognise success, support improvement and maintain accountability.
- Use coaching, feedback and development conversations to help people grow, build skills and reach their potential.
- Create fair development opportunities that help people realise their potential and support career development.

18 MAR
2027



**Leadership Influence:
Impact Beyond Your
Authority**

- Recognise how you influence others and use different influencing approaches effectively.
- Adapt your communication style to meet the needs of different people and situations.
- Build support for ideas and change by developing strong relationships and communicating with impact.

People Leader Development Programme

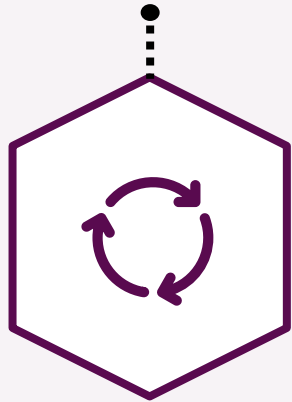
Your leadership development journey

Developing confident, inclusive leaders who inspire people, drive performance and create impact.



Date:

20 APR
2027



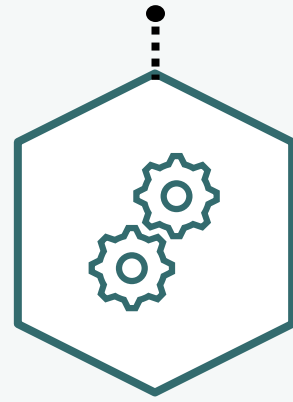
Title:

**Managing
Operational Change:
Leading Through
Transition**

Learning
Objectives:

- Understand how people experience change and recognise common reactions to it.
- Communicate and engage effectively to help people understand and adapt to change.
- Use a simple change framework to plan and lead change effectively.

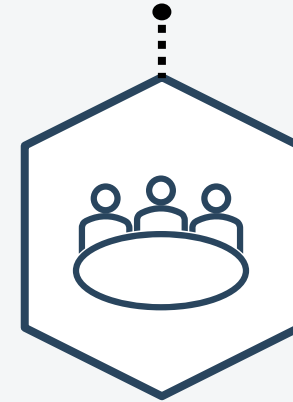
20 MAY
2027



**Leading with
Agility &
Efficiency**

- Identify ways to simplify processes and improve how work gets done.
- Lead teams through changing priorities while helping colleagues stay focused and adaptable.
- Make informed decisions that balance priorities, resources and organisational needs.

15 JUN
2027



**Building High-
Performing Teams:
Integration and
Reflection**

- Understand what high performance looks like at LBU and identify ways to improve team performance.
- Recognise the behaviours and culture that help teams perform at their best.
- Lead effective conversations that set clear expectations and support positive change.

7 JUL
2027



Graduation

- Celebrate your achievement and completion of the programme.
- Join our community of People Leaders
- Plan your ongoing leadership development.

WANT TO KNOW MORE?

You can access a FAQ document [HERE](#).

It includes further information on:

- The application process
- The assessment criteria and much more...

READY TO APPLY?

[CLICK OR SCAN HERE](#)

