

What is the Leading Professional Services Programme?

This leadership development programme is designed specifically for Professional Services. The programme consists of a series of formal events with the option of accessing additional development through coaching or mentoring. The format offers you an opportunity to explore and develop your leadership style, skills and potential whilst building a strong network of peers across the University.

Who is the programme aimed at?

This programme has been created for managers and leaders in Professional Services with the potential and ambition for senior leadership roles. Typically colleagues will already be working in job grades 8 and above but this year we are also opening the programme to high potential colleagues at grade 7.

What does the programme cover?

The programme will consist of the following sessions:

1. Programme Induction

Date/Venue: 23rd January 2020 - 11am – 2pm, Leighton G06

An introductory session to meet each other and to consider learning objectives.

2. Fierce Conversations® Part 1

Date/Venue: 5th February 2020 - 9.30-12.30pm, Leighton G06

Explore the principles and benefits of open and honest conversations forming a key part of your leadership toolkit. We will refer to the principles of Fierce Conversations regularly throughout the programme.

3. Option A or B

Date/Venue: 27th February 2020 - 9.30-12.30pm, Leighton G06

a. Fierce Conversations® Part 2

Applying the Fierce technique to key interactions of coaching, delegating and team decision-making

b. Preference and Performance

Exploring the key success factors required to create high performing teams and exploring the results of a personalised psychometric tool looking at the strengths of your current team management style.

4. Leadership Retreat

Date/Venue: 10th – 12th March 2020, Asenby, North Yorkshire

A three-day leadership retreat based on experiential learning, with a focus on building trust and giving and receiving feedback on leadership performance and behaviours. During the formal sessions we will look at the application of Fierce Conversations in our interactions. We will also explore the concept of Learning Agility and its role in creating a robust and thriving working environment. More information regarding the logistics and requirements for the Retreat will follow.

5. Understanding and developing your leadership style

Date/Venue: 8th April 2020 - 9.30am – 4.30pm, Leighton G06

During this session you will be asked to consider where leadership fits with your current role, explore the core leadership competencies needed and look at the specific leadership challenges you face. Pre-work will ask you to evaluate your own performance in relation to current leadership thinking and seek feedback from others.

6. Coaching for Empowerment

Date/Venue: 13th May 2020 - 9.30am-4.30pm, Leighton G06

Building on the previous session, this will focus on the benefits of taking a coaching approach to leadership and exploring the techniques and skills required to make this successful.

7. Final Learning Review

Date/Venue: 24th June 2020 - 9.30am – 2pm, Leighton G06

A chance to review the programme learning and identify any outstanding areas requiring support.