

“Leadership for Tomorrow - More with Less?”

This programme looks at the current private, public and voluntary sector environments of recession and seeks to assist those in senior leadership positions in these sectors to develop their thinking around aspects of leadership effectiveness. It brings together leaders who are taking on increasing corporate leadership responsibilities, to explore with others at various organisational levels, the challenges of leadership and how to get more with fewer resources.

Programme Overview

This programme provides the opportunity to:

- Discuss lessons learnt and cross-sector similarities between the private, public and voluntary organisations over the past few years, and moving forward
- Draw on the Trust’s research evidence of the experiences and challenges that enable people to learn from one another in an open, yet confidential environment.
- Focus on interaction between people at the same level, from different organisations and diverse sectors.
- Take formal thinking time away from the workplace, to enable people to think about themselves as a leader, and their role within their organisation and society.
- Find space to discuss and reflect on the difficult leadership challenges that come with leading out of one’s comfort zone, and the complexity of difficult decision-making.
- Renew confidence and energy, and commit to delivering one’s current and future leadership roles.
- Expand a network of contacts for the long-term, with a set of people at similar stages of their leadership journey.
- Focus on the importance of resource allocation, cut-backs and procurement.

Issues for Discussion

Throughout the programme, participants will have the time to consider such issues as:

- Assessing the impact of one’s decisions and preparing for even tougher decisions.
- The challenges of how to cope with divided loyalties to both the organisation, and to your people.
- Leading on issues that you may not agree with but are responsible for making happen.
- Facilitating and implementing change without knowing all the information – a common situation for those in operational leadership level who have not been directly involved in making the decision.
- The challenge of balancing the delivery of results and high performance with supporting staff and their issues.
- Balancing ambition to take on greater responsibility with delivering high quality results in the present

Programme Outline

This programme is fully residential over 24 hours at Cumberland Lodge, Great Windsor Park. It is aimed at Windsor Leadership Programme alumni, allowing other levelled alumni to attend should they wish to be involved.

This programme will operate under the Chatham House Rule, enabling honest and open discussion and will have an experienced chair and a number of skilled facilitators.

The Learning Experience

The programme will include two external speakers who will focus on the lessons they have learnt at similar points in their own leadership journey along with in-depth discussions in small syndicates on individuals' complex leadership challenges.

Discussion in smaller syndicates is particularly important, as participants will be expected to share personal and sometimes sensitive information, and given the shorter duration of the programme, experience suggests it is easier to initiate open and honest debate in a smaller group. These groups will act as a sounding board to help one another find answers to difficult issues where there may be no right or wrong solution. Each group will have an experienced facilitator.

Who should attend?

It is aimed in particular alumni of the Windsor Leadership Programmes, although other alumni are welcome to join as participants. The programme is for leaders who are directly responsible for key departmental and budgetary decision making and who have growing responsibility for strategic, as well as operational, decisions. Their leadership remits will increasingly span broader areas of the organisation's business. All participants aim to continue their leadership journey to the most senior strategic positions, and have been identified as having the potential to do so.

How are nominations made?

- An invitation from the Windsor Leadership Trust
- Self nomination. If the individual meets the criteria and has authorisation from their Line Manager.

Programme dates

7-8 March 2011

Programme Contribution

The standard contribution for this programme is £500 for the 24 hour period, including accommodation and meals. Please do enquire if you would like to request a bursary.

For more information

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