

Newly Appointed Strategic Leaders Programme

This programme prepares leaders for the significant new challenges and issues they face, or will face, as they make the transition to a new strategic leadership role. The implications of the decisions made, and actions taken, by a leader are far-reaching, impacting on a wider proportion of staff, and on society.

Programme Overview

The programme focuses on the increasingly complex problems, opportunities and challenges newly appointed strategic leaders now face, and the changing environment they work in.

The programme helps leaders to:

- Prepare for a move to a strategic level and understand the changes they need to make to deliver the exceptional leadership expected of them.
- Develop the qualities demanded of them as a strategic leader to deal with the complex challenges ahead.
- Explore ways to inspire and motivate their staff and build trust and respect.

Programme Aims

The programme aims to:

- Prepare leaders for the move to a new role at the strategic level, and consider the personal and professional shifts they have to make
- Support leaders as they face new issues and challenges through what can be a lonely period of transition.

Programme Benefits

The programme provides participants with:

- Support and encouragement to succeed during the transition period, and beyond, and the opportunity to build a network with peers from all sectors in a similar situation.
- The chance to reflect on the moral and ethical implications of a leader's actions on wider society.
- Increased awareness of individual leadership qualities and strengths, as well as areas to work on.

A recent participant said: *“Strategic leadership can be extremely lonely, and to have the opportunity to come together with others who are at the same stage of their personal development was a most rewarding experience.”*

Programme Outline

There are two, four-day Newly Appointed Strategic Leaders Programmes a year. A second part to this programme is held six months later, when 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 professional facilitators.

The Learning Experience

Through stimulating discussions with senior strategic leaders, and by exploring in-depth personal challenges and insights in small groups, participants leave with a greater awareness of their strengths to deliver their new role, areas they need to work on, and greater confidence to tackle the new strategic challenges ahead.

Who should attend?

These programmes are designed for people already in significant leadership roles, but who are in the process of taking a major strategic step on their leadership journey.

They have typically been successful in progressively senior leadership positions for around 10 to 15 years.

For this programme, individuals have either just taken up a larger-scale senior role, within the past 12 months (at the time of the programme), or expect to take up a senior strategic position within the next 18 months (at the time of application).

Examples of the roles participants occupy at this level include:

- Board member
- University Vice-Chancellor
- Chief Executive of a large charity, or a small/ medium enterprise
- Department Director in the Civil Service

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.

For more information

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