

## Windsor Leadership Programme

*The Windsor Leadership 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 how they might have a positive impact on society.*

### Programme Overview

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 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 leader's 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 Outline

There are five week-long Windsor Leadership Programmes a year. A 24 hour, Part II meeting is held six months later, when participants can review progress, share new challenges and strengthen networks for the future. All meetings 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, many of whom are previous participants.

### The Learning Experience

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
- Senior Civil Servant
- Chief Executive of a small charity
- Head Teacher

## 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.

## Programme dates

### Programme date

29 September – 3 October 2008

Part II: 19/20 March 2009

24-28 November 2008

Part II: 21/22 May 2009

2 – 6 March 2009

Part II: 10/11 September 2009

11 – 15 May 2009

Part II: 12/13 November 2009

29 June – 3 July 2009

Part II: 3/4 December 09

21-25 September 2009

Part II: TBC March 2010

23-27 November 2009

Part II: TBC May 2010

### Nomination closing date

Please contact for availability

5 September 2008

12 December 2008

27 February 2009

10 April 2009

3 July 2009

5 September 2009

## For more information

Contact: Margaret Gordon or Sarah Pummell on 01753 272056

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