



BAYES
BUSINESS SCHOOL
CITY UNIVERSITY OF LONDON

Programme dates:

Tuesday 28 March 2023
Tuesday 9 May 2023
Wednesday 7 June 2023
Tuesday 4 July 2023

- All modules will take place from 09:30 to 16:30. Module 1 and Module 4 will take place in-person at Bayes Business School. Module 2 and Module 3 will be held online.

Cost:

- Early-bird rate of £545pp for bookings made before 28 February 2023
- After 28 February 2023, the full fee for this programme will be £695pp.

Booking:
Please visit
www.bayes.city.ac.uk/cce/leading-edge
or contact
E: CCE@city.ac.uk

Leading Edge 2023 series

PROGRAMME OVERVIEW

An exciting new short programme introducing new, less experienced, and future leaders to the essential foundations of outstanding leadership development.

Leadership is exciting and rewarding and good leaders are essential in any organisation, but how leadership skills are learned and developed is too often left to chance. Leading Edge introduces the key building blocks of good leadership, helping to bridge the gap between managing and leading. The programme encourages the development of self-awareness and reflection while always focusing on how theory can be applied in practice in the real world.

PROGRAMME APPROACH

In this four-module programme we will share key research, models and frameworks to provoke thinking, providing space for small group conversations and reflection as well as wider plenary discussions to explore and make sense of concepts and ideas. The modular structure will allow time for participants to implement their learning and actions between sessions, with time to discuss, refine and develop this further throughout the programme. Every session will close with guided reflection to capture insights and identify actions that participants can take away and apply straightaway in the workplace.

WHO IS IT FOR

Leading Edge is aimed at those in the nonprofit sector who are new to leadership, who have little leadership experience, or who do not yet consider themselves to be leaders.

This may include those who are already directly or indirectly managing people and projects, but who do not feel they are fully equipped with the skills to do so effectively, or junior and middle-level managers who are considering stepping up into leadership roles in the near future.

WHAT YOU WILL GAIN

BENEFITS FOR YOU

- Develop your understanding of what leadership means, and how to apply the key elements of outstanding leadership in practice
- Get the opportunity to try out some of the tools and techniques that will help you feel better equipped to make a success of leading yourself and others and learn how to build these into your day-to-day approach
- Take time out from your day-to-day work to learn, reflect and develop your leadership skills, guided by experienced programme leaders within a leading business school
- Build your own long-term support network through learning and developing relationships with peers from other nonprofit organisations.



BENEFITS FOR YOUR ORGANISATION

- Leading Edge equips managers and those new to leadership with fundamental leadership knowledge and skills, increasing their impact and effectiveness within their organisation and preparing them to develop further as leaders
- Participants will return to the workplace after each module ready to share new insights and to make practical, positive improvements for themselves and those they work with
- Participants will develop invaluable networks of peers from other nonprofit organisations.

ATTENDING THE PROGRAMME

This series of four modules is being run as a mixture of online and in-person sessions. Modules 1 and 4 will be held in-person, at a location in the heart of the lively Bayes Business School campus. Modules 2 and 3 will be run as online workshops using Zoom. Please see the website for more details.

PROGRAMME OUTLINE

MODULE 1 – SELF AS LEADER

We start by getting to grips with some of the principles and threads which we'll explore throughout the programme, as we consider what it means to be a leader. We'll identify participants' individual leadership styles, looking at how to build on what is already working for them, and identifying the difference between leadership and management and how they weave together. We will look at self-awareness as an attribute of outstanding leaders, exploring how to bring mindfulness and a critical eye to leadership choices and considering what impact your actions may have for others and their organisations. We will also support participants to create their own leadership gap analysis, using a self-coaching 'micro-tool', to help inform their personal leadership learning and development objectives for the duration of the programme and beyond.

MODULE 2 – LEADING AND MANAGING OTHERS

Managing other people, including performance management, is often one of the most daunting areas for new or less experienced leaders. Recognising that there is no one answer or tool that can be applied in all situations, this module deals with the types of skills and approaches that can enable leaders to get the best from those they manage. We focus on developing flexibility and agility, exploring effective delegation and letting go of control, considering how to have positive 1:1 conversations and introducing the first steps towards developing a coaching approach.

MODULE 3 – LEADERSHIP FOUNDATIONS

In this session we will look at how some of the soft skills covered in earlier modules can be put to best effect when leading others, exploring some of the cornerstones of management and leadership including:

- Effective communication – how it underpins all we do and how we can do it better
- Managing and supporting ourselves and others through the different stages of change
- Bringing organisational vision and values to life to help us with engagement, influence and performance.

MODULE 4 – NEXT STEPS

The final module brings together the learning from the whole programme, enabling participants to leave with a clearer perspective on their own leadership style, and looking at how they can keep the momentum going with their leadership development action plan beyond the formal end of the Leading Edge programme. We reflect on the tools that participants can use to help increase their own impact as leaders, and the session includes an action learning set, giving participants a chance to try a different approach for learning from one another and introducing a useful technique they can employ in the workplace. Participants will be encouraged to articulate how they, their leadership and their organisations have benefitted from their attendance on the Leading Edge programme and how they can continue that trajectory in the future.



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For more information, visit:
www.bayes.city.ac.uk/cce

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