BAYES
BUSINESS SCHOOL
CITY, UNIVERSITY OF LONDON

Leading Edge programme 2024

The Leading Edge programme 2024 will take place on the following dates:

- **Module 1** Tuesday 6 February 2024 (in-person)
- **Module 2** Thursday 7 March 2024 (online)
- **Module 3** Tuesday 26 March 2024 (online)
- **Module 4** Thursday 25 April 2024 (online)
- **Module 5** Wednesday 15 May 2024 (in-person)

This programme has a mixed delivery format.

Module 1 and Module 5 will take place in-person at Bayes Business School. Module 2, Module 3 and Module 4 will be held online.

In person modules will take place from 09:30 to 16:30.

Online modules will take place from 09:00 to 13:00.

Cost

- Early-bird rate of £795pp for bookings made before 8 January 2024
- After 8 January 2024 the full fee for this programme will be £895pp.

Booking:
Please visit
www.bayes.city.ac.uk/
cce/leading-edge

or contact
E: CCE@city.ac.uk

PROGRAMME OVERVIEW

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

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 five-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 five modules is being run as a mixture of online and in-person sessions.

Modules 1 and 5 will be held in-person, at a location in the heart of the lively Bayes Business School campus. Modules 2, 3, and 4 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 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 – LEADERSHIP FOUNDATIONS

In this session we will look at how soft skills 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.

MODULE 3 – 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 4 – LEADING YOUR TEAM

This module will focus on the particular skills of leading your own team. We'll explore what makes a high performing team, how we can support individuals in working well together, and how to create a team environment where everyone can thrive. We'll introduce some team coaching models that can enhance team working and team meetings, and we'll talk about creating psychologically safe working environments.

MODULE 5 - BUILDING YOUR INFLUENCE

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.

Centre for Charity Effectiveness
Intellectual leadership: developing talent, enhancing performance

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

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