



## The Pivotal Leader programme – at a glance

### What's the big idea?

A structured programme, learner-led, self-paced, peer learning, curated materials, emphasis on coaching, light-touch facilitation – an expertly crafted learning journey, 'not another training course'.

### Who's it for?

The leaders who make a difference. The ones who are pivotal to your organisation. The managers of managers. These leaders have been through a management development programme before. They know what they need – they just want the space and support for a learning journey that will enable them to step up to the next stage in their career (and thereby further the organisation's goals).

### How does it work?

It's flexible, but we assume a 12-month journey, following a 'leadership compass', averaging an hour's commitment a week from the leaders.

- **Orientation event:** an hour for the group together, facilitated by the programme director, on Zoom or Teams. To set expectations, answer questions, get the group fired up.
- **A 360:** an up-to-date perspective on how the leader is seen, from different perspectives around the organisation. Followed by an hour's one-to-one coaching session to unpack the 360 and help focus the leader's priorities on the learning journey. [End of month 1]
- **Q1:** the first of four quadrants, looking north, 'Navigating yourself'. Each quadrant covers four different aspects, each aspect introduced with a 15-minute video overview, outlining the materials and accompanying tasks and challenges. Participants watch the video, read the materials, do three suggested practical application activities, reflect on their learning to capture actions and share insights with their peers. This stage of the journey finishes with (a) another one-to-one coaching session (30 minutes this time), and (b) an hour's facilitated learning review with the whole team, facilitated again by the programme director, on Zoom or Teams. [End of month 3]
- **Q2, Q3, Q4:** repeat the process for the other three quadrants, looking east ('Empowering talent'), west ('Way forward strategically') and south ('Strengthening relationships'). [End of month 9]
- **Repeat 360:** to help the leaders gauge how the programme has helped them develop in their roles, to reinforce a changed perspective on the part of those responding to the 360, and to give you an idea of your return on investment from the programme. Followed by a final one-to-one coaching session for each leader, focused on action planning and career development. [End of month 10]
- **Completion event:** a final hour for the group together, facilitated by the programme director. Can include learning journey presentations, if desired, with SMT attendance to celebrate success. [End of month 11; add a month or so at some point in the schedule for Christmas and/or summer breaks and the whole journey is complete in 12 months]

### What next?

Interested? Want to know more? Any questions? Give us a call on **+44(0)1582 463 460** and we'd be delighted to talk it through with you.