

The Leadership Development Programme involves three developmental **workshops**, an **exchange assignment** and **personal executive coaching** and **peer learning group** support. The learning pathway takes an 'Action Research' approach, providing opportunities to learn relevant through theory and application and to integrate this continuously into individual's leadership practice. Each workshop involves sessions relating theory to practice through facilitated peer conversations. The aim throughout is to support, enrich, strengthen and sustain individual and collective leadership development.

1:1 Coaching

1 Committed to Lead workshop October 2014

The purpose of the first residential workshop is to enable you to define the leadership intention to which you have increasingly committed yourself as a Leader in Science. You are offered simple insightful frames to heighten and sharpen awareness of yourself. You examine your strengths and areas needing change or refinement. Key challenges relevant to you are revealed during the workshop. Facilitated conversations allow you to explore and integrate the important concepts introduced during the sessions.

Day 1	Day 2	Day 3
Exploring my leadership journey to date	Reflecting on and applying my learning The Learning Cycle	Metaphors of organisations
My leadership context	Styles and perspectives on leadership	Personal leadership portfolio
Understanding myself Transactional Analysis Personal Drivers	Living and leading with biases (e.g. gender) and inequality Reflecting and journaling	Summary and next steps

1:1 Coaching

2 Equipped to Lead workshop December 2014

The second residential workshop provides an opportunity for you to identify, experiment with and begin to fine tune key skills you need to develop your leadership capability. It enables you to become more clear as to which skills you need to pay immediate attention and which skills you need to develop over time in order to reach your goals. This workshop provides a space for practice and experimentation, It gives you a "platform" of core skills to use to strengthen your ability to lead in your challenging and changing context.

Day 1	Day 2	Day 3
Reconnecting with peers on my leadership journey and intention	Reflecting and journaling	Leadership Clinics:
The leadership dance – leading and following	Leadership skills and practice: <ul style="list-style-type: none"> Pacing: giving and receiving feedback Dynamics and behaviour in conflict and collaboration 	<ul style="list-style-type: none"> Managing self: priorities, focus, perspectives under (time) pressures Team Leadership: performance, power, politics and trust Enhancing personal finance: organisation sustainability and finance and developing an investment philosophy
Interpersonal dynamics Firo-B psychometric – personal needs	Reflecting on practice in context with actual leadership challenges	Summary and next steps
Peer Learning Group	Peer Learning Group	

1:1 Coaching

3 Ready to Deliver workshop April 2014

The final residential workshop brings together your personal leadership intentions with the skills you have cultivated and prepares you for your upcoming exchange assignment. During this workshop, you reflect and consolidate what you have learned. You look ahead to the next phases of your leadership development journey and build this into your thinking. You clarify what your personal contribution and role is and how it differs, or is similar to, that of your peers, This workshop also gives you a forum to consider carefully how you will bridge the experience from this programme to your own context, leadership journey and your wider contribution within and beyond the MCDC community.

Day 1	Day 2	Day 3	Day 4
Peer Learning Group <ul style="list-style-type: none"> Exchange Trips Learning and Reflection The way ahead what to address in the final workshop 	Leadership masterclasses <ul style="list-style-type: none"> Managing yourself and leading others Working with others Getting heard in a noisy world 		Peer Learning Group <ul style="list-style-type: none"> Where we are now? What we have learnt? How we see our Leadership developing future? What we need to attend to next?
Leadership aspirations and principles into practice	Lessons from the field: A Conversation with and Experienced CEO		Lessons from the field: A Conversation with the Faculty Looking ahead to close and certification End of workshops and good-byes

1:1 Coaching

4 Connect and Navigate exchange assignment May - July 2014

This step in your learning pathway is a journey in itself. With a partner or on your own, you embark on an assignment requiring you to inquire into and engage with other professionals who could inspire or influence your achievement of specific professional, organizational, investigative or research goals. This exercise requires you to visit another organisation and meet with others. You have the opportunity to build and deepen connections that are collaborative and supportive. It demands that use and learn from experience and in so doing enables you to strengthen and use relevant skills, styles and developing behaviour.