

## **MCDC Leadership Development Programme**

### **Introduction**

The second phase of the MCDC programme includes provision for a research leadership development programme (LDP) for some of the high-potential graduates of both MCDC and GMP. The aim of the LDP programme is to strengthen the skills of MCDC scientists to lead and manage internationally competitive research groups. The programme will use a series of facilitated interactions to strengthen the leadership skills of 12 - 18 African scientists over a 10 month period. The group will comprise a mix of established and experienced researchers as well as new, junior post docs, jointly referred to as MCDC Investigators.

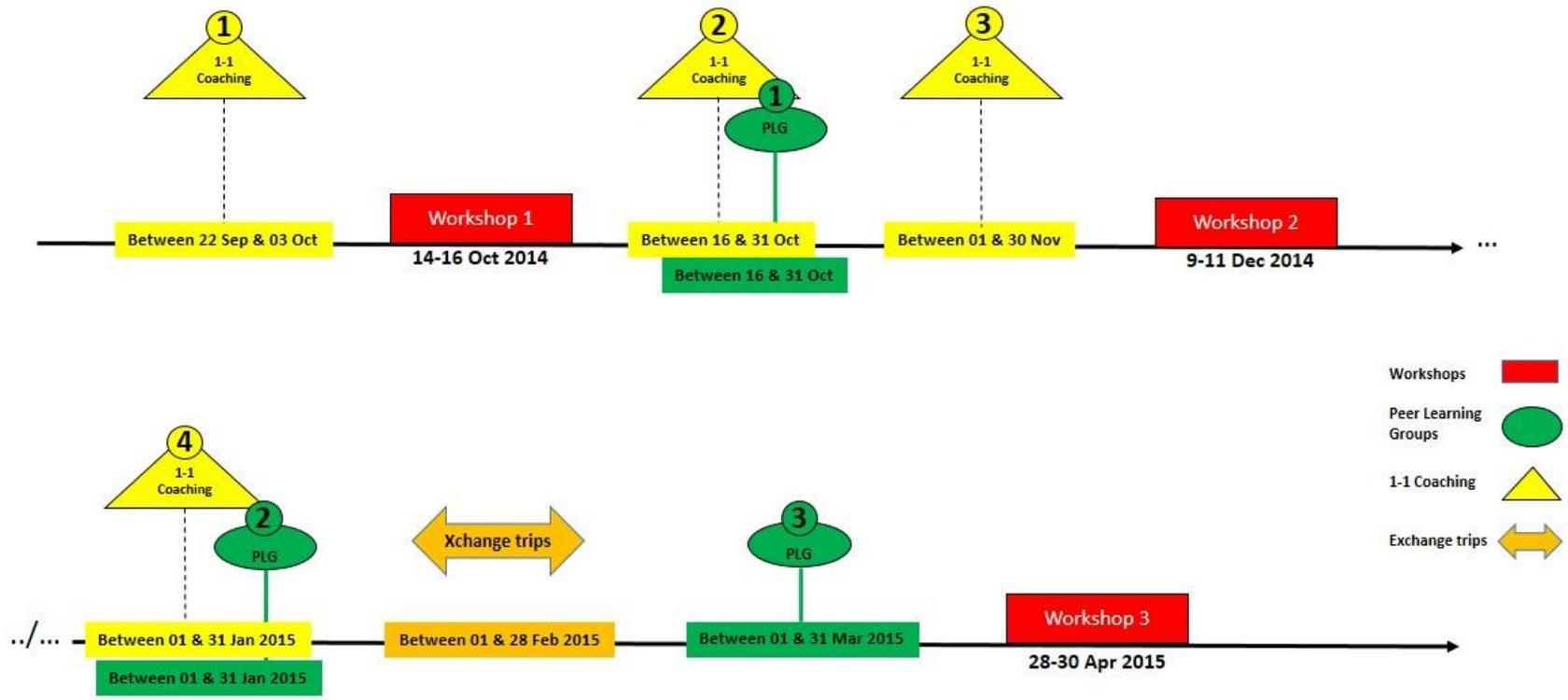
Current, or recently graduated, MCDC PhD students have had some exposure to leadership concepts through a 2 day face-to-face course conducted in October 2013. This included sessions on research management and leadership, identifying funding, proposal development, project negotiation, project implementation, knowledge management and monitoring and evaluation. A number of MCDC investigators have undertaken leadership training, either as part of their PDP or through their involvement with other programmes.

The new MCDC LDP programme has been developed with Quilibra Consulting Ltd (<http://www.quilibra-consulting.com>), who will support selected candidates, using a blended learning approach, to reach four key developmental stages:

- LDP Pathway - Key Step 1: "Committed to Lead" – Focusing on: Self Awareness.
- LDP Pathway - Key Step 2 "Equipped to Lead" – Focusing on learning and developing essential skills now
- LDP Pathway - Key Step 3 - "Connect & Navigate" – Focusing on establishing and developing professional and collaborative / supportive relationships.
- LDP Pathway - Key Step 4: "Ready to Deliver" – Focusing on leadership.

To assist candidates in reaching their developmental goals, the programme will use a mix of one to one and group work; face to face and virtual learning; online and community interaction; facilitated and self - led learning with the aim of improving the way they lead and the impact and results they can achieve. The LDP will complement other activities that each participant is already undertaking as part of their career development and will therefore target the essential skills investigators need to master early in their professional careers as leaders in science. Individual needs and capabilities will be taken into account and the programme will focus on the core competences needed to effectively lead an internationally renowned programme and / or research team. A schematic of the MCDC LDP is attached.

## MCDC LDP Programme : The LDP Learning Pathway



## **Key features of the programme**

- Approximately 10 months of intensive work as part of a lively cohort of scientists with varying levels of experience, backgrounds and specialisms
- Working in peer groups with other scientists (Action Learning and Action Research relating to your development as a Leader in Science)
- One to One coaching with skilled and experienced executive coaches
- Workshops (3) in Africa and Europe
- A development exchange assignment
- Self and peer assessment and feedback conversations
- Reporting on / presenting ongoing development and leadership intention and insights to sponsors, peers and nominators

## **Programme Commitment**

In the agreement to join the programme, it is expected that participants contribute fully to all activities as outlined above and allocate time to conduct any preparatory work that may be necessary. Much of the work involves peer group work, failure to engage with the programme on a regular basis will have a detrimental effect on the learning pathway of others and Quilibra reserves the right to withdraw individuals from the programme in extreme cases.

## **Expected benefits**

The LDP helps participants to develop further as a leader and learner who is:

- More self aware
- Able to develop an enhanced leadership orientation and sense of purpose
- Committed to a continuing personal and shared leadership and learning development journey
- Open to, and acts on, feedback
- Achieves better outcomes, impact and results working effectively with and through others
- Able to work effectively across diverse organisational and cultural boundaries
- Gender aware
- Engenders trust, motivation and commitment in others
- Has an appropriate sense of urgency drive and focus
- Appreciative of and can align with the work at hand and the wider context / issues at stake
- A good learner, able to reflect and inquire and draw insights that inform subsequent action and practice