



**CENTRE for  
LEADERSHIP  
PERFORMANCE**

*Developing Cumbria's leaders  
for today and tomorrow*

---

# LEADER LEADER **2** PROGRAMME

---

A powerful leadership development programme proven to broaden horizons, deepen personal strengths and develop the networks and leadership capabilities that will help Cumbria's businesses to thrive.

---



[www.cforlp.org.uk](http://www.cforlp.org.uk)

## THE LEADER 2 LEADER PROGRAMME

Our prestigious Leader 2 Leader programme is an eight-month open programme aimed at senior leaders, heads of divisions and high potential middle managers who want to hone their skills and confidence and improve their leadership performance.

This unique programme has been developed in consultation with Cumbrian businesses and facilitated by experts from the Centre's trusted network of business consultants, leadership development specialists and academics. The programme provides opportunities that local businesses have told us are lacking in Cumbria for leaders to look outside of their day-to-day work. By its very nature, the programme plays a proven role in fostering learning partnerships among the participating organisations.

“It has, without doubt, changed the way that I manage people. The programme changes you in a way that makes you a more confident and a better leader.”

Each Leader 2 Leader cohort includes eight to ten individuals from an exciting mix of different organisations, from blue chip to high tech SMEs, working together to support individual growth, share best practice, build knowledge and capability.

During the programme participants work together through the four main elements including shadowing, action learning, thought leadership and, as a final outcome, a consultancy challenge. This provides the opportunity to put learning into practice by addressing a significant business issue identified by group members and their sponsors.

### THE CENTRE FOR LEADERSHIP PERFORMANCE

The Centre for Leadership Performance works to develop Cumbria's leaders for today and tomorrow through a range of innovative and proven programmes. We are a not-for-profit organisation, based in Cockermouth and working with a network of specialists and experts across Cumbria and beyond.

We believe that everyone has the potential to lead and that strong and effective leadership skills can be developed.

“Cumbria is facing huge changes and challenges and will need effective leaders to turn those into opportunities and successes. We're working with businesses to create those effective leaders for today and tomorrow.”

## LEADER 2 LEADER BENEFITS – THE PARTICIPANTS

Leader 2 Leader is a dynamic and responsive programme. Every cohort is different so every delegate's learning aims and outcomes are different too. We work with delegates and sponsors to understand those aims and shape each programme around them.

Here are just a few of the benefits identified by previous delegates:

- A clear understanding of what makes an effective leader and increased awareness of self and impact of leadership style on others.
- Developing the ability to work collaboratively through mutual support, feedback and awareness of group dynamics.
- Being part of a group of peers from other organisations and sectors generating fresh thinking and new ideas from different perspectives.
- Access to a strong network of trusted peers and Leader 2 Leader alumni who continue to support and seek advice from each other.
- The ability to delegate more and empower a team as well as learning numerous new tools and techniques to use in the workplace.
- Learning the difference between leadership and management.
- Increased confidence in leadership style and approach.
- An enhanced ability to lead and influence change.

“I learnt how powerful it can be when you listen and understand individual strengths and weaknesses. My team are now driven due to their new-found empowerment.”



WORKSHOP 1 - 2 DAY RESIDENTIAL		WORKSHOP 2	WORKSHOP 3
DAY 1	DAY 2	MORNING	MORNING
Welcome to the Programme	Introduction to Action Learning	Speaker Session on Leadership	Speaker Session Consulting, Problem Solving and Creativity
Development of the Group			Presentation and Exploration of Consultancy Issues
Introduction to Shadowing	Action Learning	AFTERNOON	AFTERNOON
Introduction to Consultancy Challenge		Action Learning	Action Learning
WORKSHOP 4	WORKSHOP 5	WORKSHOP 6	FINAL EVENT
MORNING	MORNING	MORNING	MORNING
Reflection on Shadowing	Consultancy Challenge	Consultancy Challenge	Work on Consultancy Presentations
Individual and Organisational Learning	Including feedback on consultancy actions	Including feedback on consultancy actions related to Consultancy Challenge	Presentation of Consultancy Analysis to Panel
AFTERNOON	AFTERNOON	AFTERNOON	AFTERNOON
Action Learning	Action Learning	Action Learning	Engagement Event

### Thought Leadership

Exposure to the insights, models and latest thinking of world-class leadership and business experts.

### Action Learning

No easy answers but plenty of open questions help participants to learn from each other's situations and develop their own solutions.

### Shadowing

An opportunity for pairs of delegates to observe each other in their working environments, learning about their behaviours and offering insights into other ways of leading and working.

### Consultancy Challenge

This is where all the learning from previous sessions comes into practice as the cohort works together on a tangible output, tackling a key strategic issue. Each cohort identifies its own challenge, develops its approach and presents its results at the programme's concluding event.

“ The course has made me more directive and less instructive, giving the team a direction to follow rather than telling them how to do something. Being a more effective leader means that your team is more effective too. ”



“ The course included significant opportunities for self-reflection and review, which I think were crucial for me. The settings helped as well, the honesty of the discussions and the quality of how they were facilitated. ”

## LEADER 2 LEADER BENEFITS – THE SPONSORING COMPANIES

## THANK YOU

The Leader 2 Leader programme is designed to bring tangible benefits to the sponsoring companies and their organisations as well as to the individual participants.

Being part of a programme like this extends the benefits of development because of the contact with other company cultures and the building of relationships with potential partners, customers and suppliers.

- Getting involved will give your organisation access to a strong and collaborative network of alumni and the businesses and organisations that they represent.
- Involvement in the programme is an opportunity to apply new thinking and different perspectives to your organisational and business issues.
- Investing in the leadership potential of your managers is an effective way of developing their skills and confidence, motivating your broader workforce and identifying candidates for succession.
- Being part of the Leader 2 Leader network enables you to access a proven development programme of the highest calibre without the risks and resources of an in-house programme.

The Centre for Leadership Performance's programmes all rely on effective partnership working with major employers across Cumbria.

Thanks go to the following organisations and companies that have supported and participated in Leader 2 Leader since it began in 2013, shaping it into today's powerful and proven programme.



“Being involved in Leader 2 Leader has been a positive experience for me as a sponsor. It has been really useful to speak to other sponsors, to share ideas and develop relationships.”

“The course should be an essential for all those looking to develop as leaders and supports the opening up and nurturing of relationships throughout the local supply chain.”





## INTERESTED?

If you are a company operating in Cumbria wanting to invest in your future leaders or a manager wanting to test, stretch and develop your leadership skills for tomorrow's challenges, we'd like to hear from you.



“I have never experienced such rapidly formed levels of trust between people on a professional level. I view the programme as a genuine catalyst for my career.”

Please visit our website [www.cforlp.org.uk](http://www.cforlp.org.uk)

or call us on **01900 824822**



@CentreforLP



Centre for Leadership Performance

