

## Contact

LLP@londoncouncils.gov.uk

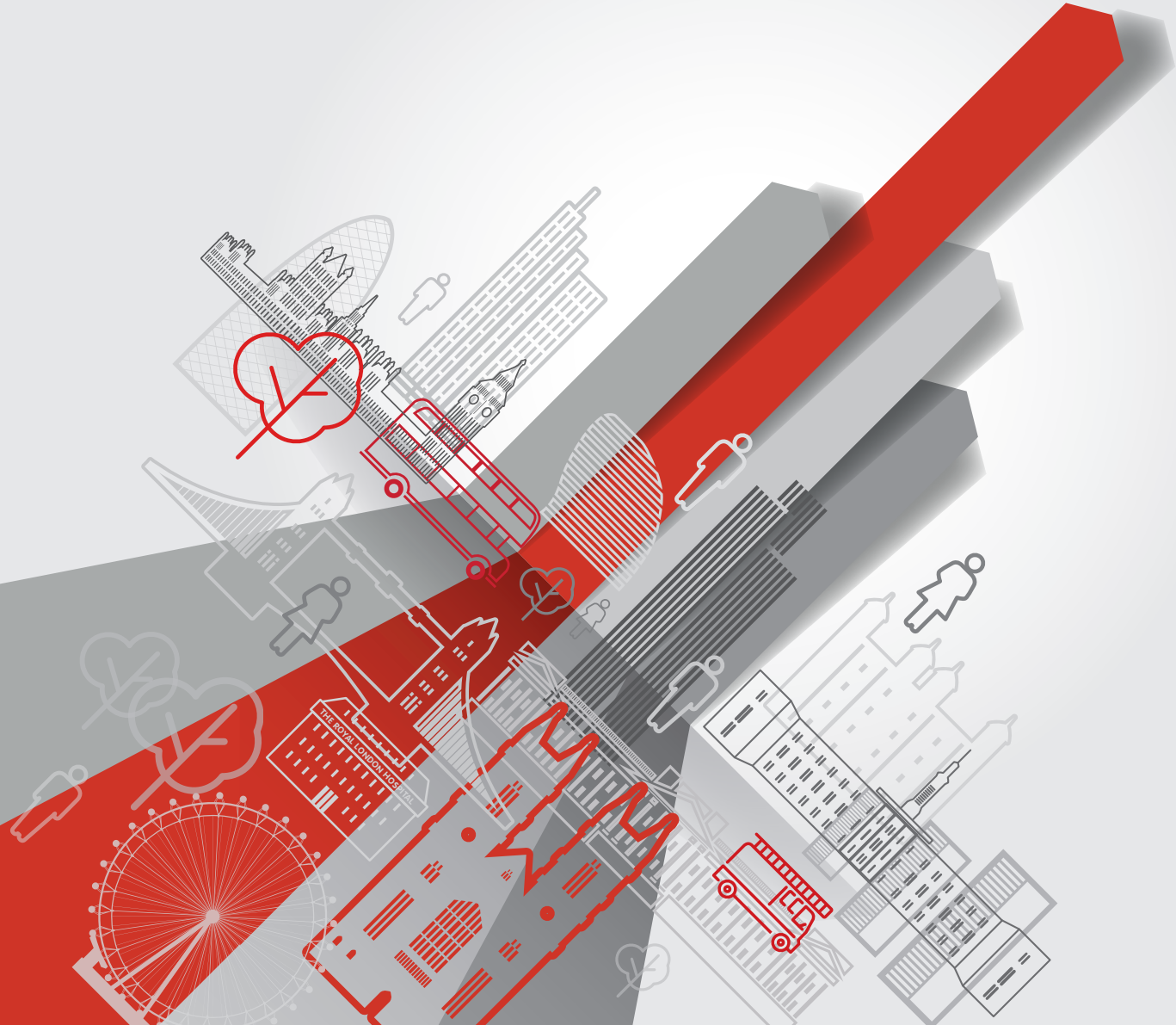
We are grateful for the support of:



# The London Leadership Programme

*investing in London's future leaders*

**2021/22**



# Overview

## London Leadership Programme is a flagship development programme investing in the next generation of senior leaders in London.

The London Leadership Programme brings together talented professionals from London's 32 boroughs. It is designed for aspiring leaders who share a passion for leadership and want to contribute to the leadership of a thriving and unique city.

Chief Executives are considering who to nominate from their authority for cohort 5.

This brochure is for potential programme participants and contains information that allows an informed decision to be made about joining the programme, if nominated.

### The need for London leadership

As a city of contrast, there is so much to be proud of in London and yet many challenges to be tackled:

- Multicultural and diverse and a mobile and transient population
- A global reputation and a city with 'villages'
- The most dynamic economy in the UK and with some of the

- highest levels of deprivation
- Iconic world class institutions and significant health and educational challenges
- Home to the UK governance and an intensely political environment

We live in an increasingly complex and changing world. Covid-19 has brought unprecedented financial pressures on local authorities and exacerbated existing inequalities in the communities we serve. This, coupled with global challenges such as Brexit, climate change and racial and socio-economic inequalities mean there has never been a stronger need for leaders to be adaptable and collaborate across organisational and professional boundaries.

### Who is the London Leadership Programme for?

Each London authority is asked to nominate one person to join cohort 5. The target group is people currently in a permanent or interim Assistant Director role.

### Nomination criteria

Your Chief Executive will base their nomination on the following criteria:



The connection between the criteria above is important. Everyone will vary in their motivations and the extent to which they display evidence of each. Some of you may be looking for promotion, others may be looking to broaden your experience and skills by collaboration outside your authority, others may underestimate their potential and want to develop more confidence.

### Recruiting the best candidates

Chief Executives are committed to making sure that the LLP recruits the best and most able people and that Cohort 5 is representative of the demography of London – so it's worth reiterating here that we welcome people from diverse backgrounds and with protected characteristics.

### The programme equips leaders to

- Show their integrity and use their judgement
- Understand London's unique context and contribution
- Support effective systems leadership across London
- Lead and work in diverse organisations
- Develop the perspectives and mindsets essential for collaborative working
- Nurture and develop their own talent and the talents of the people they lead
- Embrace diversity in their organisations and communities
- Support collaborative, sustainable networks in London
- Lead in unexpected and previously unknown environments

### Core principles underpinning the programme approach

- Co-design with participants contributes to personal and peer learning
- Application to London's challenges creates change in human social systems
- Recognising and celebrating diversity reinforces a commitment to equality & inclusion
- Reflection and learning develop the capacity to work in and with complexity
- Peer learning expands perspectives and fosters meaningful long-term connections

# Programme dates & modules

<b>Launch</b>	<b>18th May 2021</b> 1:00pm - 4:30pm	Online - Zoom	<b>Continuous development sessions</b>
<b>Module 1: Leading in the System</b>	<b>29th June 2021</b> 1:30pm - 4:30pm & <b>30th June 2021</b> 9:30am - 12:30pm	Online - Zoom	
<b>Module 2: Working in a Political Environment</b>	<b>7th Sept 2021</b> 9:30am - 4:30pm Also hold <b>8th Sept</b> 9:30am -12:30pm	Face to Face	<b>7th September</b> 6:00 - 7:30pm
<b>Module 3: Addressing Inequality</b>	<b>5th Oct 2021</b> 9:30am - 4:30pm Also hold <b>6th Oct</b> 9:30am -12:30pm	Face to Face	<b>5th October</b> 6:00 - 7.30pm
<b>Module 4: Leading in Communities</b>	<b>2nd Nov 2021</b> 9:30am - 4:30pm Also hold <b>3rd Nov</b> 9:30am - 12:30pm	Face to Face	
<b>Module 5: Future of London</b>	<b>30th Nov 2021</b> 9:30am - 4:30pm Also hold <b>1st Dec</b> 9:30am - 12:30pm	Face to Face	<b>30th November</b> 6:00 - 7.30pm
<b>Module 6: Self in the system</b>	<b>11th Jan 2022</b> 9:30am - 4.30pm Also hold <b>12th Jan</b> 9:30am -12:30pm	Face to Face	
<b>Closing session and graduation session</b>	<b>8th February 2022</b> 1.30pm - 4.30pm	Face to Face	

*"I can honestly say it is the best professional development programme I have enrolled on in my 30 years of work. I looked forward to each and every session and - like many - was truly disappointed when my cohort ended."*  
**Assistant Director, Cohort 1**

*"I think the programme was excellent. The quality and diversity of the speakers has been a highlight."*  
**Assistant Director, Cohort 2**

*"I found the programme to be of great value and am very pleased to have completed it. I met some really talented people."*  
**Head of Service, Cohort 3**

*"I enjoyed the programme, found it helped me think differently and I am confident it will help with my career aspirations."*  
**Assistant Director, Cohort 4**

# Elements of the programme

**Launch event** - meet fellow participants, co-design the programme and hear from LLP Alumni members.

## Core modules

**Module 1** - online using Zoom on a Tuesday afternoon and Wednesday morning.

**Modules 2 to 6** - face to face for a full day on a Tuesday.

For these modules, please hold the Wednesday morning after the Tuesday, in case the circumstances of the pandemic mean that we need to revert to online learning. If this happens, the modules will run as two half days - Tuesday afternoon and Wednesday morning. Splitting the module reduces daily screen time and is a more effective way of learning if online.

**Graduation** - celebrates completion of the programme and welcomes participants into the Alumni network.

**Continuous development sessions** - optional sessions held during

the evenings of the 2<sup>nd</sup>, 3<sup>rd</sup> and 5<sup>th</sup> modules and open to Alumni members. Hearing from leaders in the private sector and learning about their experience of leading and collaborating with the public sector.

**System leadership questionnaire** - completed in advance of the programme and used to understand your assessment of your capabilities and learning needs.

**Systems challenges** - working in teams to apply the learning from the programme to key challenges currently faced in London.

**Your personal learning needs** - focusing on the specific areas you want to reflect and receive feedback on during the programme.

**Background reading** - before each module to include leadership texts, articles and videos.

**Mentoring** - offered to all participants through a matching process. Mentors will be trained members of the LLP Alumni network.

**Visiting speakers** - from a wide variety of backgrounds.

**Impact capture** - understanding the difference the programme has made for you, captured through story.

**LLP Alumni development opportunities** - open to all those graduating.

By joining the programme you are committing to:

- Holding the dates given in your diary
- Attending all the modules
- Working on system challenges with a small team between modules
- Joining the Alumni network after graduation

## What happens now?

If nominated, you need to complete the nomination form and return it to your Chief Executive by **22nd April 2021**

## Programme Directors

Holly Wheeler and Mari Davis of the Leadership Centre are locally, nationally and internationally experienced in the theory and practice of developing leaders and leadership. They share a commitment to developing talent from all backgrounds and supporting leaders in the service of their communities.

*"What does London leadership need to look like for the challenges ahead? If you think there isn't a blueprint - this course is for you."*

**Kim Smith**  
**Chief Executive, LBH&F**  
**Chair, London Leadership**  
**Programme**