

London Leadership Programme

**Co-creating
London's future**

Cohort 8 Brochure
January 2024 - May 2024



Leadership for London

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

Leading in London is a privilege and a challenge like few others. Our Capital is an iconic global city, home to nine million people, workplace to many more, a place of contrasts and difference, where multiple realities converge. A city of opportunity, culturally diverse with the most dynamic economy in the UK and globally renowned seats of learning. A place where people can get on and fulfil their potential, but it is also a place where systems of power produce inequitable access to resources and opportunities. Great wealth coexists with poverty, world class teaching hospitals with entrenched health inequalities, cultural diversity with racial injustice. The realities of climate change mean it is a challenge that can no longer be ignored.



Navigating through this complexity — these multiple realities and competing priorities — is the challenge of leading in London. And none of this is getting any easier. The legacy of Covid-19 and the cost of living crisis have **exacerbated existing fissures** within our communities amid **unprecedented financial pressures on local authorities**.

Never has there been a greater need for leadership by those who — in addition to strong management competencies — can look up and out. People who are comfortable **working across boundaries, with communities, in partnerships, and in conditions of uncertainty**. Those who can **negotiate through difference, build consensus, and mobilise others**. Those who have **curiosity to explore and an openness to being wrong**. It needs people with **fluency in the dynamics of power** as well as awareness of the limitations of their own perspectives. Most of all, it needs those with an understanding that **this kind of leadership is a team sport**.

The London Leadership Programme will provide participants with the opportunity to develop, test, and strengthen these capabilities, and open themselves to personal transformation. The programme will **combine theory and practice**, drawing especially on the experience within the cohort as well as wisdom from beyond, including from external guests. Through learning together, **participants will develop a network** from across London's boroughs, committed to supporting each other through the hard work of building a better London.

Chief Executives are considering who to nominate from their authority for Cohort 8. This brochure is for potential programme participants and contains information that allows an informed decision to be made about joining the programme, if nominated.

Who is the London Leadership Programme for?

The programme is for people who want to make a difference for the people of London.

We are looking for people who are: curious, passionate and determined, prepared to challenge and to be challenged and willing to give of themselves to support others' learning.

We are building a community of learners and changemakers. Each London authority is asked to nominate one person to join this Cohort. Chief Executives will be able to make four nominations to the programme in the next two years. When nominating someone for this cohort, Chief Executives are asked to give consideration to the diversity of identity and experience across their four nominations.

Nomination criteria

We are inviting nominations of people currently working at an Assistant Director level in any area of the council's work.

Those joining the programme should be prepared to:

- attend all the sessions in person
- complete pre- and post-session work
- work in a small team between modules
- participate in the Alumni network after graduation

What can participants expect?

The purpose of the programme is to enable people to lead across differences to make transformative change. To do this it brings together civic leaders from across London, with a breadth of perspectives, experience and expertise.

The community of learners are at the core of the programme; it will be **interactive, experiential and co-produced**. The group will work individually and collectively to surface and share insights and stretch the frontiers of their development. The programme is for participants, not passengers.

The programme will be **grounded in practical examples drawn from the places participants work in**, from the experiences they have had, and from the stories they share with each other. Invited guests from public, private and community sectors will offer their perspectives and reflections on leading change in London.

Participants will be introduced to a range of **theories, frameworks and ideas about leadership and collaboration** drawn from a variety of disciplines. No one framework will ever provide all the answers, so participants will be encouraged to test them, apply them, and reflect on how they relate to their work.

Participants will **work in small teams on one of six real world challenges**, chosen to reflect the breadth and complexity of issues relevant to leading London. Supported by a senior sponsor and group coach, they will apply the learning from the programme to try to make progress on some tricky issues.

Participants will use the community we build and the experiences we share as a live source of data, a fractal of reality, to offer insight into the dynamics of wider systems. They will be supported to explore how change happens, to **deepen their listening, to notice the dynamics of power, to make more effective interventions**, and to reflect on their own role.

Participants will be encouraged to **think creatively and to connect emotionally** with the programme material. We will share a variety of written, audio, and visual resources to spark their imagination and extend their learning. And reflection exercises and journaling to enable them to capture their own observations and reflections.

The programme will weave considerations of equity and justice throughout. The choice of topics and challenges, theories and guests will surface issues of power and inequalities and **participants will be encouraged to reflect deeply on the systemic causes of the problems they see in their communities.**

We are committed to creating a **learning experience that embraces diversity of thought, experience, identity and perspective.** Participants will be asked to let us know of any specific needs or preferences to enable their full participation. We recognise that discussing our positions of privilege and confrontations with oppression within a learning environment creates additional psychological and emotional burdens on people who have experience of being marginalised or in a minority. We will make available additional support for these participants to process what comes up in the sessions.

Click on the video links below to hear previous programme participants sharing their reflections on the programme:



Watch: **Tinu Olowe**, Director, Human Resources & Organisational Development, LB Enfield



Watch: **Sophie Ellis**, Director of Customer Delivery, RB Kensington & Chelsea

Programme dates

Event*	Date*	Format
Launch	11th January 2024 13:00-5:00	In person London venue TBC
Module 1: Observing Topic: Cost of living	25th January 2024 9:30-5:00	In person London venue TBC
Module 2: Interpreting Topic: Building thriving communities	8th February 2024 9:30-5:00	In person London venue TBC
Module 3: Intervening Topic: Climate justice	7th March 2024 9:30-5:00	In person London venue TBC
Module 4: Partnering Topic: Tackling systemic racism	28th March 2024 9:30-5:00	In person London venue TBC
Module 5: Doing Topic: Healthier lives	18th April 2024 9:30-5:00	In person London venue TBC
Module 6: Adapting Topic: The future of London	9th May 2024 9:30-5:00	In person London venue TBC
Graduation	30th May 2024 9:30-13:00	In person London venue TBC

**module info forthcoming*

**all dates are Thursdays*

What happens now?

If nominated, please complete the nomination form and return to your Chief Executive by **Thursday 23rd November**. If you have any questions about the process, please email LLP@londoncouncils.gov.uk.

Programme Team

Collaborate CIC is a social change agency based in Southwark which helps people collaborate to tackle complex social challenges. Collaborate staff **Elle Dodd, Jeff Masters, Leigh Brown** and **Sally Hakmi** are highly skilled in designing and delivering bespoke collaborative and systems leadership programmes.

