

Emerging System Leaders Programme (ESLP)

ESLP Programme Timeline



ESLP Core Activities

Career and Development Centre
Cranfield Management Centre
7th December 2023

ESLP Launch Event
TBC
1st February 2024

Masterclass 1	Masterclass 2	Masterclass 3	Masterclass 4	Masterclass 5	Masterclass 6
Self as a leader	Leading Leaders	Inclusive Leadership	Strategic Thinking	Systems Leadership	Service Transformation
5 th March 2023	21 st May 2024	2 nd July 2024	11 th September 2023	12 th November 2024	28 th January 2025

Coaching skills Residential
2-days
23/24th April 2024

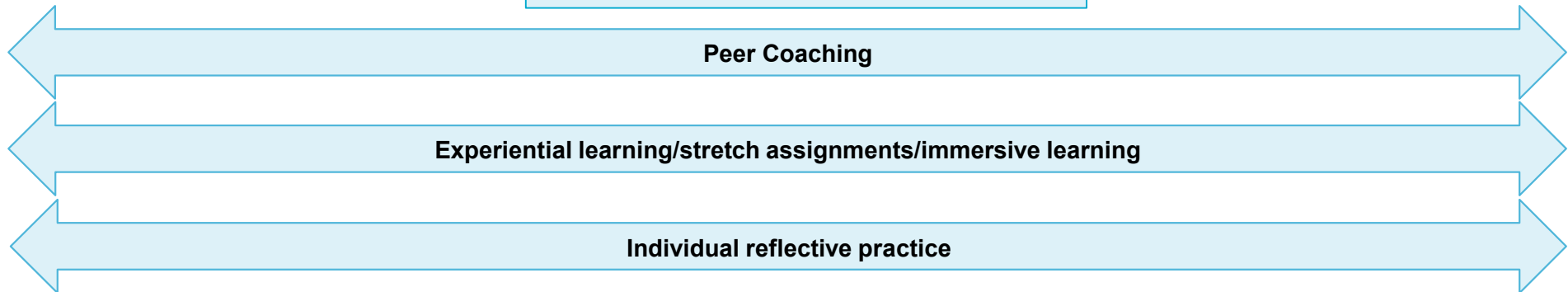
Leadership Supervision 1
June 2024

Leadership Supervision 2
October 2024

Leadership Supervision 3
December 2024

Leadership Supervision 4
February 2025

Celebration Event
26th March 2025



**There may be some opportunity to change the topics to suit the groups specific development needs.*



ESLP Core Activities

Core Activities: Participants are expected to participate in all of the following activities.

Launch Day: Formal Kick-off day of the programme

Coaching skills development: 2-day residential to build knowledge, skills and confidence in coaching as a leadership skills and begin the peer coaching programme

- 1) 6 Leadership Masterclasses: 1-day workshops on leadership topics to develop you as an emerging system leader, including
 - a. Self as a leader
 - b. Leading Leaders
 - c. Inclusive leadership
 - d. Strategic Thinking
 - e. Systems Leadership
 - f. Service Transformation

Peer coaching: participants will be required to practice your coaching skills with each other through 1:1 peer coaching. focussed on your personalised leadership development agenda and delivering on the objectives of your PLDP. It is expected that coaching pairs will meet monthly.

Leadership Supervision: 4 online sessions facilitated by a Leadership Coach, providing a targeted, leadership-focussed intervention which can be personalised to your individual needs and will support you to bridge your learning with your experience and mature significantly as an emerging system leader.

Celebration event: Formal closing of the programme



ESLP Optional Activities

System Mentoring 1
May 2024

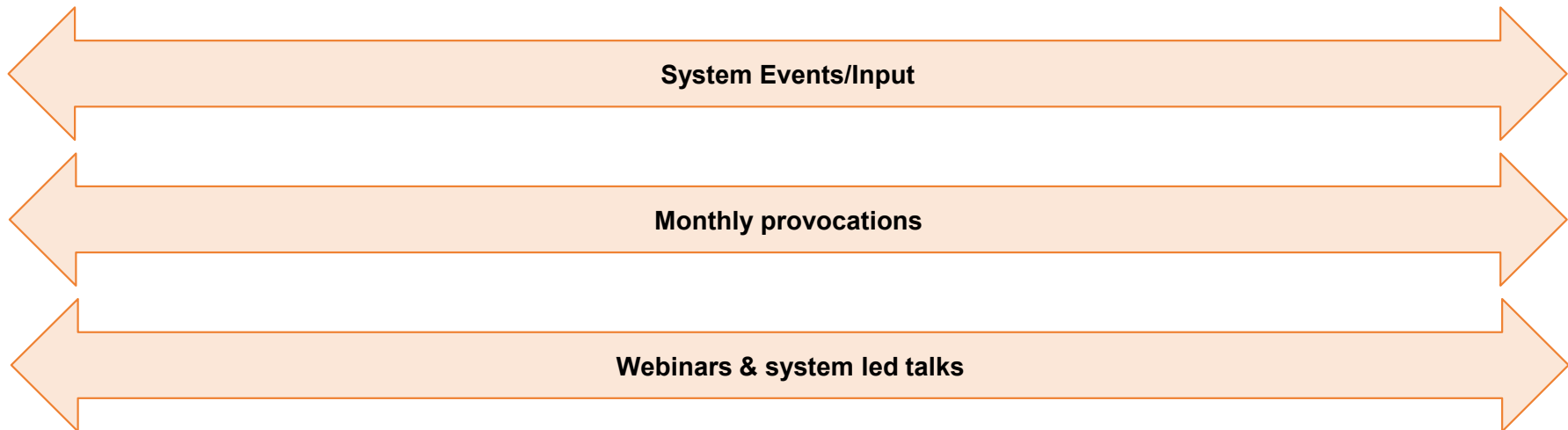
System Mentoring 2
October 2024

System Mentoring 3
February 2025

Action Learning Set 1
April 2025

Action Learning Set 2
August 2024

Action Learning Set 3
November 2024



ESLP Optional Activities

Optional Activities: Participants are encouraged to choose which of the following activities will support them to achieve their personal development goals that they can commit to attending during the programme. It is expected that participants will identify a minimum of 3 of the following activities.

Participant-led Action Learning: training on how to facilitate Action Learning will be provided in the Core Masterclasses and you will be supported to form self-directed peer Action Learning groups during the second half of the programme. It is expected that this can be an ongoing mechanism for learning and development beyond the programme end. Groups will choose how often they would like to meet.

System Mentoring: Experienced leaders from your system eg HRD, ADDS alumni, will be available as Mentors to provide additional support, guidance and sharing of their knowledge and experience. You will be given the opportunity to choose if you would like a Mentor and it is expected that you will have a minimum of 3 sessions during the programme.

Additional webinars: Up to 4 online facilitated webinars on leadership topics tailored to your participant group needs.

System-led events/inputs: A series of short online sessions delivered by system leaders or curated materials to support your learning and making the transition as an emerging systems leaders

Monthly leadership provocations: A series of curated leadership provocations sent by email to support self-paced learning throughout the programme.



ESLP participant learning support: December 2023 to March 2025

Core Learning Component	No of days required
ESLP Development and Career Planning Day	1 day
Launch Event	1 day
Core Masterclasses (six classes)	6 days
Coaching Skills Development Residential	2 days
Leadership Supervision (four half day sessions)	2 days
Peer Coaching (circa eight two hours sessions)	2 days
Celebration Event	1 day
Experiential Learning as set out in PDP	To be agreed as part of PDP
Optional Learning Component	
Optional activities tailored to each individual	To be agreed as part of PDP
Total support for learning components	15 days plus any agreed optional components

