

# VP+ DEVELOPMENT OFFER

INTERNAL

|  | TITLE & SUMMARY   | COMPETENCY  | DESCRIPTION   |
|--|---|---|---|
|  | <p><b>1-2-1 Executive Coaching</b></p> <p>Typically 6-8 regular sessions lasting 60-90 minutes each</p> | <p>Solving problems<br/>Adapting approaches<br/>Influencing People<br/>Delivering Results</p> | <p>Personalised conversations designed to stretch and challenge- focusing on individual motives, strengths, development opportunities and goals, centred on building leadership capability<br/>Our accredited executive coaches are thought partners- providing a confidential, supportive space for senior leaders to explore a wide range of leadership challenges from organisational culture and change to teamwork and relationships. Coaching can also add value in helping individuals rebalance priorities and increase awareness</p>   |
|  | <p><b>1-2-1 Executive Mentoring</b></p> <p>Typically 3-6 months, as agreed with the mentor</p>          | <p>Solving problems<br/>Adapting approaches<br/>Influencing People<br/>Delivering Results</p> | <p>Mentoring often helps with long term career goals through opportunities to learn from a more experienced leader.<br/>Executives seek a mentor when they are looking for:</p> <ul style="list-style-type: none"> <li>• A successful role model to follow</li> <li>• A sounding board</li> <li>• A source of much greater experience</li> </ul> <p><b>75%</b> of executives point to mentoring playing a key role in their careers</p>   |
|  | <p><b>Leader as Coach Programme</b></p> <p>1-2 day programme or 3-4 workshop series over 2 months</p>   | <p>Influencing People<br/>Adapting approaches</p>   | <p>According to a recent Human Capital Institute global study published in September 2018, organizations with strong coaching cultures are more likely to have better talent and business outcomes<br/>Leader as Coach explores what it takes to be a coach-like leader where you empower employees to find their own path to success and influence stakeholders through solutions focused conversations.</p> <p>The programme helps you prioritise coaching as part of your leadership strategy and build confidence in facilitative dialogue</p>  |
|  | <p><b>Business Solutions Workshop</b></p> <p>2-3 hour workshops ; one off or 2-3 sessions</p>           | <p>Solving problems<br/>Adapting approaches<br/>Influencing People<br/>Delivering Results</p> | <p>Designed to focus on key business challenge or priority. Leaders are facilitated through a number of activities to de-construct, analyse, plan and agree next steps. Example topics: Safety, Agility, Cost Optimisation, Customer Centricity, Innovation</p> <ul style="list-style-type: none"> <li>▪ Dedicate time to address a specific key business challenge</li> <li>▪ Collaborate to understand the challenge from different perspectives</li> <li>▪ Generate potential solutions</li> <li>▪ Establish priorities and plan next steps to address the business challenge</li> </ul> |
|  | <p><b>Sponsored Business Challenges</b></p> <p>2-3 months</p>   | <p>Solving problems<br/>Adapting approaches<br/>Influencing People</p>                        | <p>Designed to focus on key business challenge or priority. By working under pressure to solve a business challenge, you will learn through the experience of operating outside your core functional area of expertise and explore your potential to deepen business awareness and develop broader general management capabilities.</p>   |
|  | <p><b>Powerful Presence Workshop</b></p> <p>1 day workshop</p>  | <p>Influencing People</p>   | <p>The ability to communicate effectively is an essential skill for all senior leaders in modern day business. The powerful presence workshop is designed to develop the communication competencies of leaders who need to deliver powerful, memorable and engaging messages to groups.</p>   |

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| EXTERNAL PARTNERSHIPS |  <p><b>Global Business Consortium</b><br/>12 months, multiple locations</p>                              | <p>General management<br/>Strategic leadership</p> | <p>The Global Business Consortium (GBC) was formed by forward looking companies who wanted to understand how to create value and manage the complexity inherent in the globalised organisation. Leaders engage in cross company learning at the most senior levels, covering topics and activities such as:</p> <ul style="list-style-type: none"> <li>• Executing Strategy for Results</li> <li>• Making Innovation Happen</li> <li>• Mastering Global Complexity</li> </ul> <p>Participants are required to demonstrate high levels of self-awareness, have a willingness to be coached, a strong desire to learn, and are curious about how they can use people and business to contribute to commercial success of the organisation.</p> |
|                       |  <p><b>Rolls-Royce Aviation Leader Development Programme</b><br/>6 days, Oxford University</p>           | <p>General management<br/>Strategic leadership</p> | <p>Designed for senior executives in the airline industry, the Business Leader Development Programme will provide fresh insights into global trends which affect the industry and will create an environment in which the focus and style of corporate leadership can be examined and debated.</p>   |
|                       |  <p><b>Leadership Future &amp; Culture programme</b><br/>5 days, USA</p>                                | <p>General management<br/>Strategic leadership</p> | <p>The programme is designed to connect future work trends to leadership practices that can help evolve culture. Participants will examine key shifts that are happening in the future of work and what they can do to be ready for them. Emphasis will focus on how your leadership behaviour can help shape culture in the areas of Coaching, Neuroscience and communication.</p> <p>This programme will provide an interactive forum for leadership learning, and for sharing and solving for issues, challenges and concerns.</p>  |
|                       |  <p><b>Warwick Executive Diploma in Strategic Leadership</b><br/>12 months, four 4-day modules, UK</p> | <p>General management<br/>Strategic leadership</p> | <p>This masters-level postgraduate programme directly links leadership with strategy, and the personal with the professional. Today, strategy is no longer a top-down activity but is the responsibility of many people within an organisation, demanding a culture of strategic innovation and openness.</p> <p>In becoming a more Strategic Leader you will be able to connect your leadership imperative with the culture and practice of the wider organisation, thereby delivering sustained impact and influence through individuals, teams and business units.</p>  |
|                       |  <p><b>Warwick Executive Diploma in Organisation Change</b><br/>12 months, UK</p>                      | <p>General management<br/>Strategic leadership</p> | <p>How ready are you to be an agent of change for your organisation now, and in the future?</p> <p>The Executive Diploma in Organisational Change provides this comprehensive view, led by experts in organisational strategy, behaviour and leadership, to allow participants to craft the tailored strategies that are needed in environments where the pace of change is increasing.</p>  |

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| EXTERNAL PARTNERSHIPS |  <p><b>Warwick Executive Diploma in Strategy &amp; Innovation</b><br/>12 months, four 4-day modules, UK</p> | General management<br>Strategic leadership  | <p>How confident are you in formulating strategy in dynamic and fast-changing environments?</p> <p>The Executive Diploma in Strategy &amp; Innovation is founded on the latest thinking and best practice, bringing our strength and reputation in the fields of strategy and innovation to help executives navigate the long journey successfully and realise their strategic organisational and personal potential.</p>  |
|                       |  <p><b>Warwick Executive Diploma in Digital Leadership</b><br/>12 months, four 4-day modules, UK</p>        | General management<br>Strategic leadership  | <p>How do organisations need to strategise now, in a world that is digital?</p> <p>The Executive Diploma in Digital Leadership is for business leaders and senior managers who want to develop a successful strategic roadmap in their organisation and to lead and seize opportunities in a digital age.</p> <p>Until now, state-of-the-art strategic thinking has promoted strategies based on competitor analysis of close sector rivals. Now, the impacts of digital transformation are so broad that the most disruptive competition is likely to come from outside, and from businesses about which executives may have an incomplete understanding. The Executive Diploma in Digital Leadership delivers that in-depth understanding, facilitated by WBS faculty at the cutting-edge of thinking on the transformative potential of digital technology for contemporary business.</p> |
|                       | <p><b>Sourced by Corporate Communications</b> <b>Media Presence &amp; Communication Workshop</b></p>   | Influencing People  | <p>These programmes are custom built on specific request. The sessions helps participants understand the media, its challenges and goals. It also helps executives develop strategies and skills for dealing with the media in a professional, responsible and fair manner.</p> <p>Training formats and content vary but it will involve theory, case studies and practical hands-on exercises where participants have to prepare and deliver messages or do "mock media interviews". These are filmed and played back on-the-spot. Immediate trainer feedback is provided, and in a small group setting, peer review and commentary is encouraged as well. Post session, trainers will provide leave-behind materials, and a fuller confidential feedback report for each executive.</p>  |
|                       | <p><b>Programme created in partnership with MNCs</b> <b>External Mentorship Opportunities</b></p> <p>Typically 3-6 months, as agreed with the mentor/organisation</p>                        | Solving problems<br>Adapting approaches<br>Influencing People<br>Delivering Results | <p>Executive mentoring often helps with long term career goals through opportunities to learn from a more experienced leader. We help you source an external mentor where you would benefit from experiencing practices in other global organisations. Executives seek a mentor when they are looking for:</p> <ul style="list-style-type: none"> <li>• A successful role model to follow</li> <li>• A sounding board</li> <li>• A source of much greater experience</li> </ul> <p><b>75%</b> of executives point to mentoring playing a key role in their careers</p>   |
|                       | <p><b>Contracted partners</b> <b>1-2-1 Executive Coaching</b></p> <p>Typically 6-8 regular sessions lasting 60-90 minutes each</p>   | Solving problems<br>Adapting approaches<br>Influencing People<br>Delivering Results | <p>Personalised conversations designed to stretch and challenge- focusing on individual motives, strengths, development opportunities and goals, centred on building leadership capability</p> <p>Our accredited executive coaches are thought partners- providing a confidential, supportive space for senior leaders to explore a wide range of leadership challenges from organisational culture and change to teamwork and relationships. Coaching can also add value in helping individuals rebalance priorities and increase awareness</p>   |