

MANCHESTER  
1824

The University of Manchester  
Alliance Manchester Business School

Your programme

**your**

Our journey together

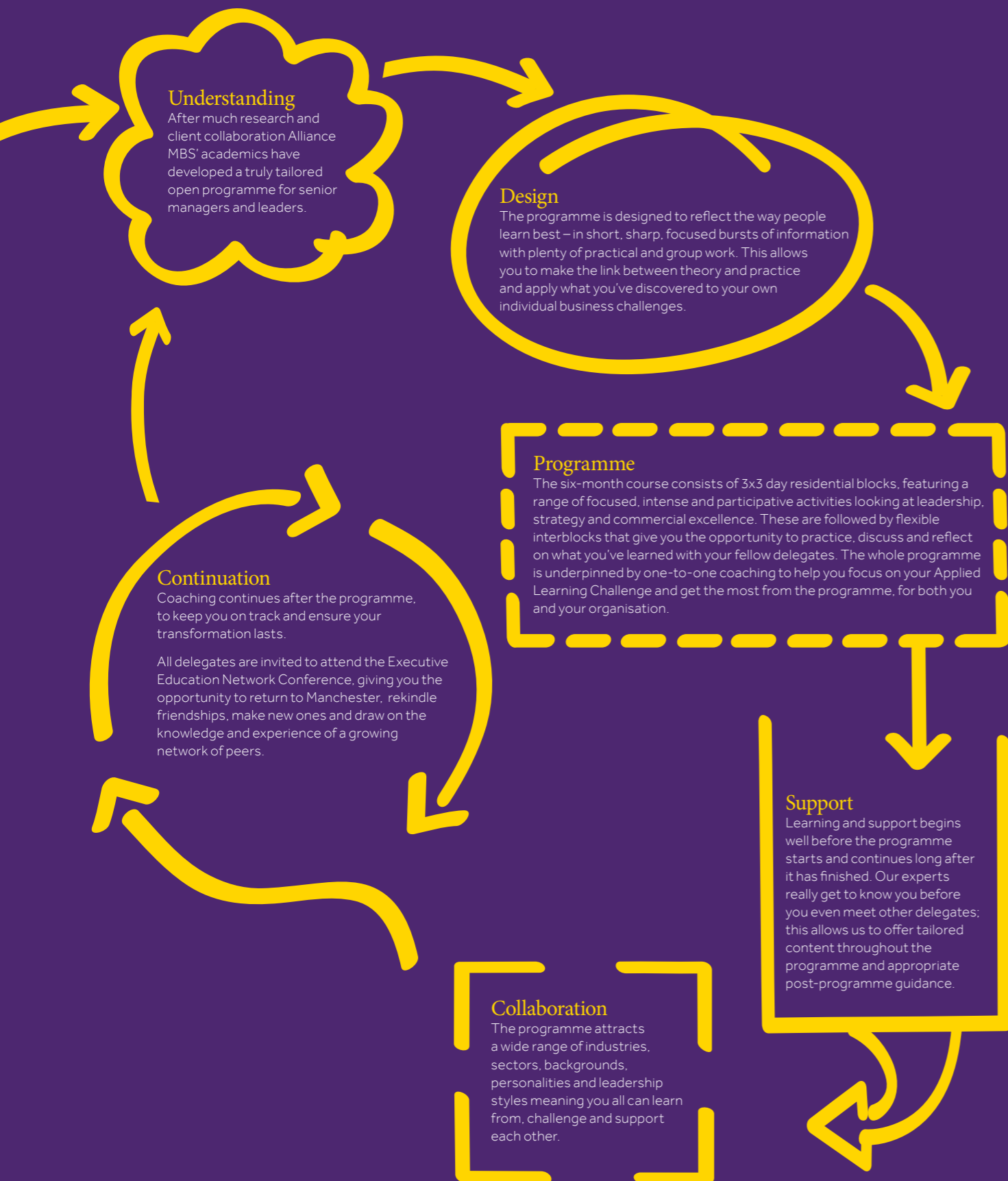
# The Manchester Leadership Development Programme

Enhancing the skills of managers for a leading  
future in the global business world

**start**

Original Thinking Applied

# Your Learning Journey



# The Manchester Leadership Development Programme

The Manchester Leadership Development Programme is a totally new approach to management and leadership training that combines the impact of a tailored training course with the flexibility and collaboration of an open programme.

**There are many innovations in design and delivery to ensure you and your organisation will benefit from the Manchester Leadership Development Programme.**

**Applied Learning Challenges (ALC)**

Each delegate brings a live business challenge to the programme and during the week applies theories, models, tools and techniques to the challenge. This ensures our Original Thinking gets Applied to your organisational challenges, problems and opportunities.

**Learning Trios**

Delegates are placed into groups of three, with people on the programme who face similar issues. Together you support, test and develop solutions to your Applied Learning Challenges. We know that insights come from the other leaders on the programme, not just our world-leading faculty.

**Internal Mentors and External Coaching**

Each delegate identifies and interacts with an internal mentor from their organisation – helping to bridge the gap between the insights and ideas explored during the programme and the reality of embedding and driving sustainable change when you get back.

You also receive executive coaching to support you through your learning journey, helping you make the transition to the next step in your career as well as translate your plans into action.

**Together all these innovations are designed to ensure our programme makes a difference to you and your organisation.**

**Key features**

- Flexible programme design – 3 x 3 day blocks spread over 6 months
- Short online sessions between blocks, tailored to suit the needs of each group
- Accommodation is included
- Coaching and mentoring during and after the programme
- Each delegate works on an Applied Learning Challenge to ensure relevance and return on investment
- A vibrant mix of delegates from diverse industries and sectors
- A 9am to 9pm accelerated learning experience to build your network and enjoy what Manchester has to offer
- World class faculty, guest speakers, simulations and self-assessments
- Invitation to the Executive Education Network Conference



*“I have benefited immensely on a personal level both in understanding my own behaviours and those of others and the dynamic interdependences. It has been great to have a professional critical friend to both support and challenge me in the right measures. The coaching has also enabled me to approach my career in a different way and to think differently about the future. The safe confidential space has been invaluable and is not replicable in any other aspect of my work.”*

**Sheena Bedi**  
CEO, ABL Health

# Programme Outline

The Manchester Leadership Development Programme is focused on the three most important management issues for success at work: Leadership, Strategy and Commercial Excellence. For each theme, Alliance Manchester Business School draws on over 50 years of experience supporting different industries, sectors and geographies.

### Leadership

The leadership theme recognises that developing excellence in leadership is an on-going process in the learning and implementation of skills at three levels: leadership of self; leadership of teams and leadership of the organisation.

### Strategy

To maintain commercial survival leaders need to better understand the economic and commercial pressures facing their organisations. The strategy theme draws on our work with top teams to deliver the latest thinking in business strategic awareness.

### Commercial Excellence

Adopting a global business perspective, this theme will explore the concepts and principles that underpin effective commercially driven decision-making and practice. Its aim is to support leaders to become more commercially astute via the development and implementation of tools, skills and techniques.

### Pre-Programme

#### Each delegate:

- Identifies their Applied Learning Challenge
- Completes a Blog and self-assessment
- Conducts an orientation conversation with the Programme Director.

### Post-Programme

- 2 weeks later Coaching
- Over 6 months Coaching
- Within a year Network Conference

### Block One

- Your leadership DNA
- The leadership climate you create
- Introduction to coaching and coaches
- Meet your learning trio
- Show and tell your organisation's strategy
- Successfully positioning your business
- Demystifying financial jargon
- Select your Leadership Live Insights

### Experiential Evenings

A mix of activities in Manchester to complete each day.

### Block Two

- Strategy best practice
- Creativity and innovation
- Communications and personal presentation skills training
- Implementing business strategy
- Identifying, allocating and managing risk
- Developing teams for high performance
- Resilience in strategic performance

### Experiential Evenings

A mix of activities in Manchester to complete each day.

### Block Three

- Managing corporate projects - simulation
- Aligning the operating model, company and business strategy
- Digital developments
- Sharing progress
- Action planning

### Experiential Evenings

A mix of activities in Manchester to complete each day.

### Leadership Live Insights

A selection of pre-recorded webinars are shared with delegates prior to a 30 minute question and answer expert webinar session. Coaching will support self-assessment and reflection on progress.

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# Programme Agenda

The Manchester Leadership Development Programme is comprised of 3 x 3 day blocks delivered over six months – giving you enough time to become immersed in new ideas and approaches, but not too long to be disruptive to your organisation.

### Pre-Programme:

Your learning journey starts before the first residential block.

Using the Virtual Learning Environment we will share short blogs, videos and readings to get you thinking about the key themes of Leadership, Strategy and Commercial Excellence.

You will complete a comprehensive collection of self-assessment tools to help you understand your leadership DNA and the leadership climate you create.

You will also share with the other delegates, via the Virtual Learning Environment, your Applied Learning Challenge and a short profile about yourself.

Every delegate will also have an orientation conversation with the Programme Director.

**Between each three day residential block delegates get the opportunity to join a selection of live 30 minute question and answer expert webinar sessions. By taking part in these sessions you will gain added insight based around your own personal challenges.**



### A selection of topics covered in the Leadership Live Insights:

- Enterprise and innovation
- Reading and writing the organisation
- Leadership and story telling
- The science of influence and persuasion
- How to make better decisions
- New leadership, empathy and humanity



International Nuclear Service's Head of HR, Nicola Bacon, attended the course along with two colleagues and the programme now forms part of the organisation's management development initiative.

*"As individuals, we have come to recognise that we were already operating as leaders utilising skills and experiences that we had naturally developed within our careers. However, the programme gave us access to a "toolkit" that we could refer to as appropriate. As a result, we are more confident in our leadership qualities and styles and we are more comfortable in dealing with the unexpected. The issues that we believe are unique to our industry are actually common place across sectors."*

**Nicola Bacon**  
Head of HR, International Nuclear Services



# Programme Agenda

NB: Programme content and presenters are subject to change.

The Manchester Leadership Development Programme brings together delegates from different organisations giving you the opportunity to network and share best practice while you learn.



**As soon as you start a course, you become part of our Executive Education Network. You'll receive regular updates on our ground-breaking research, new programmes and innovative events, as well as the opportunity to join us at our Executive Education Network Conference where you can rekindle friendships, discuss the latest business thinking and draw on the knowledge and experience of your growing network of peers.**



### Post-Programme:

Your learning journey continues after the last residential Block

### Two weeks later

Every delegate will receive 1.5 hours of Executive Coaching to reflect on progress throughout the programme, agree medium-term post-programme development objectives and support you as you deliver the solutions to your Applied Learning Challenge

### Over the next year

You will receive two additional Executive Coaching sessions along with an invitation to the Executive Education Network Conference



Ian heard about the course through a taster event at Alliance MBS. What attracted him was the content covering three key business areas and in particular the coaching element. He felt that by mixing with people from other sectors it would also update his thinking and what he could offer his own clients.

*"It's not what I think of as a "traditional" course and has been invaluable to build into my business development plan. It's helped to bed in key fundamentals and I'm still in touch with the rest of the group, sharing issues and best practice as we work through the next stage of our careers."*

**Ian Tomlison**  
Previous MLDP Delegate

# Faculty, Experts and Support

Alliance Manchester Business School has some of the most highly-regarded academics in business management. By working closely with industry, the team can solve real problems, predict future trends and drive change in business and management.

Our highly experienced team ensures everything about your programme runs smoothly. From booking on to

the course to your post programme executive coaching sessions, they aim to make your Alliance MBS experience

as enjoyable and stress free as possible.



**Emma Farnworth**  
Programme Manager



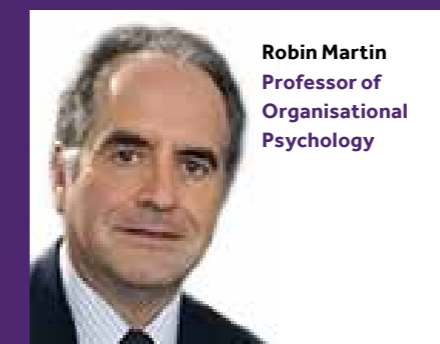
**Dr Nick Clifford**  
Programme Director and Senior Fellow in Executive Education



**Jane Crombleholme**  
Head of Executive Education



**Irene Roele**  
Fellow in Executive Education



**Robin Martin**  
Professor of Organisational Psychology



**Dr Mark Batey**  
Senior Lecturer In Organisational Psychology



**Dr Jill Ingham**  
Open Programme Business Development Manager

The programme brings together the finest blend of academics, guest speakers and industry experts to give a fascinating and useful mix of insight, opinion personal experience and practical tools. Everyone involved is at the forefront of business management and leadership thinking, sharing our belief in Original Thinking Applied.

*"It's so important that our participants throw themselves into the activities Pre-Programme. What they put in at this early stage will really have a bearing on what they get out of the programme during each module and also back in their workplace. The focus they give to their applied learning challenge will influence how relevant and successful the programme is for them."*

**Dr Nick Clifford**  
Programme Director

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## Executive Education

For further information about this and other programmes at Alliance Manchester Business School please contact Dr. Jill Ingham



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[www.mbs.ac.uk/executive-education](http://www.mbs.ac.uk/executive-education)

Your programme.

**your**

Our journey together.