



## What is Leader 2 Leader?

The Centre for Leadership Performance works with leaders and managers across Cumbria to facilitate learning, dialogue and connections. Our **Leader 2 Leader** programme is a powerful leadership programme aimed at middle and senior managers who want to develop their leadership skills with other leaders, maximising real-life learning opportunities. Over the course of eight months, delegates examine and compare their individual and business experiences of leadership; collaborate to produce solutions to key challenges and put new learning into practice in a way that delivers benefits to both the individual and the organisation.

The programme is designed by learning and development experts who have also 'walked the talk', working as senior leaders, this brings together cutting-edge learning in leadership with real-life business experience.

# REAL-LIFE LEADERSHIP LEARNING

## Why is Leader 2 Leader different?

### Highly personalised experience

Every cohort defines their own learning goals and outcomes and this informs the content, facilitation and coaching - leading to a highly personalised learning experience.

### Social and collaborative learning environment

Leader 2 Leader provides a confidential and collaborative learning environment and employs social learning methods to drive benefits back into delegate's businesses.

### Apply learning immediately

It is a highly practical programme that enables delegates to address key business issues and learn about and practice new approaches to leadership and organisational development

### Diverse cohort

Leader 2 Leader drives business benefits through harnessing the perspectives of delegates from diverse organisations and backgrounds to work together on real business issues.

The programme will:

- Develop the individual competence of your leaders in a unique and practical way;
- Apply new thinking to your key organisational and business issues; and
- Give your organisation access to a strong and collaborative network.

## Who is it for?

Leader 2 Leader is suitable for managers, business owners, head teachers, directors and trustees with at least three years experience of working in a leadership role.

Each Leader 2 Leader cohort includes six to ten delegates from different organisations. We bring together Cumbrian leaders from the public, private and third sectors to share leadership experiences across micro businesses, global employers, social enterprise and education. This diverse cohort enhances and broadens the learning and encourages the sharing of best practice.

[www.cforlp.org.uk](http://www.cforlp.org.uk)



## What are the elements of the programme?

### Thought Leadership Workshops – with expert facilitators and guest speakers

The programme includes an initial 2 day workshop and 5 further workshops. During these workshops relevant leadership insights, models and thinking are shared with the group and the experience is facilitated by the Programme Lead and also includes input from other local leaders.

### Consultancy Challenge

Delegates work together on a specific business issue that they choose, something that will deliver benefit back to the participating organisations. Workshop sessions will share tools, models and new knowledge to help participants work

on the issues as well as providing time for discussion and action. Delegates will then complete the Consultancy Challenge in their own time and will report back the impact of this challenge to their sponsors at the celebration event.

### Shadowing

Each delegate is partnered with another from a different organisation. They will be encouraged to ‘shadow’ each other, observing their partner in their role in the workplace, to gain leadership insights and provide their shadowing partner with feedback. Delegates will be introduced to the concept of shadowing in workshop one so they can start to maximise the shared learning between organisations.



### Action Learning

Action Learning is a powerful question and answer based forum which offers participants: continued personal development; listening and feedback skills development; the opportunity to work on individual issues; help in embedding learning within their organisation.

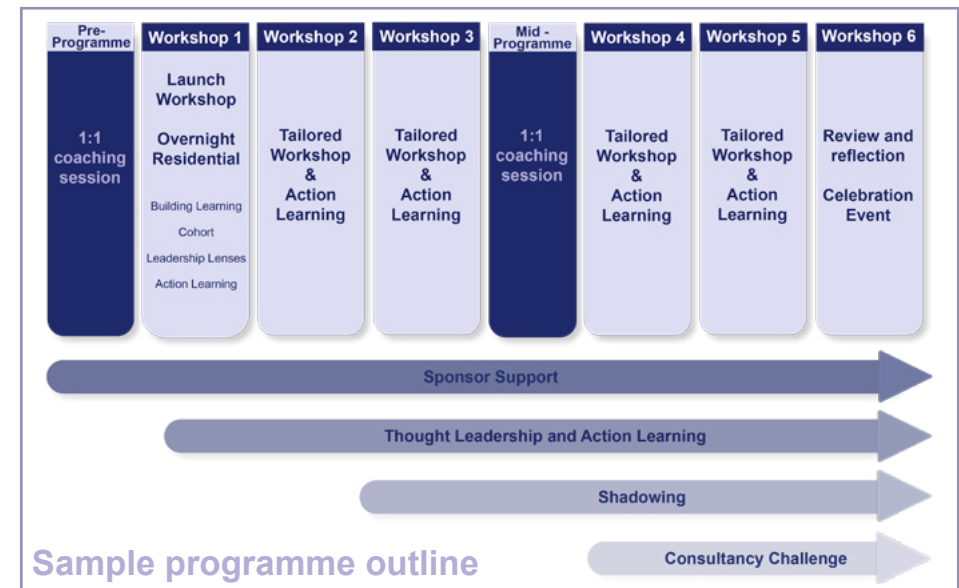
### 1:1 Coaching

Each delegate is provided with 1:1 coaching support, starting with an initial session prior to the start of the programme to establish learning

goals and priorities. The 1:1 sessions are an opportunity to focus on individual learning goals and emerging issues.

### Learning Resources

The CforLP team put together resources to support the learning which are shared via the dedicated Leader 2 Leader forum on the CforLP website, where they encourage delegates to share podcasts, TED talks and other material that they have found useful with other members of the cohort.



Sample programme outline

To find out more about the benefits of this programme there are also [videos and case studies](#) on [www.cforlp.org.uk](http://www.cforlp.org.uk). For more information contact: Catherine Eve | Executive Director  
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