

## Who are The Centre for Leadership Performance?

CforLP are a not-for-profit organisation, working to support and develop Cumbria's leaders for today and tomorrow. Over the past 11 years we have collaborated with educators, businesses and young people to co-create, develop and deliver programmes that nurture aspirations, ignite ambitions and enhance leadership capability from Primary School to Retirement, building an inclusive lifelong leadership journey.

## PRODUCTS & SERVICES

### Be a partner in our Leadership Community and benefit in the process

Help fund an integrated leadership pathway that your organisation and employees can fully engage with and shape, accessing programmes and learning opportunities including volunteering, leadership and networking events and discussions that facilitate conversations, learning and best practice with other organisations and young people.



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

## Centre for Leadership Performance – Join our leadership community



Programme	Who is it for?	What is it?	Outcomes/Impact	How to get involved
<b>Primary Business Partnership (PBP)</b>	Primary Schools West Cumbria funded by OneAim	<p>Primary Business Partnership matches and connects primary schools and business across West Cumbria to support career-related learning in the classroom and encourage schools and businesses to forge stronger links.</p> <p>The Primary Business Partnership (PBP) has ran successfully (with funding from OneAIM) since 2017, with additional funding from Sellafield (starting April 2019) to accelerate the programme; focusing on intense support and activities for those schools identified as hard to reach or in greatest need.</p> <p>The Centre for Leadership Performance (CforLP), who have been working with local primary schools for the past ten years, helped to develop and design the initial programme in partnership with OneAIM and are the proud delivery partner for Primary Business Partnership.</p> <p>CforLP work with 105 schools in West Cumbria to better understand needs and match business expertise and volunteers.</p> <p>We also work with businesses to help turn their expertise and passion into engaging content for primary children and promote these opportunities.</p> <p>The PBP website also helps to coordinate and showcase pre-existing activity available to local primary schools for greater inclusivity and impact.</p>	<p>Resilient Economies</p> <p>Sustainable Incomes</p> <p>Thriving Communities</p> <p>Better links between schools and businesses</p> <p>Primary pupils develop skills and confidence and understand how their learning links to workplace</p> <p>Children get a better understanding of the breadth of local careers and jobs</p> <p>Children's aspirations and confidence is raised leading to better outcomes and access to higher paid and meaningful jobs</p> <p>Volunteers develop skills and confidence and improve wellbeing and job satisfaction through their training and involvement with schools</p>	<p>Develop a new primary school activity with full support from CforLP</p> <p>Register you and your team as volunteers</p> <p>Attend our free training</p> <p>Support various activities such as reading champions, governor requests, career aspiration sessions and career related learning workshops</p>

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<b>SkillsBlox</b>	Currently delivering to 19 schools in West Cumbria funded by Sellafield Ltd.	<p>The SkillsBlox programme was developed thanks to Sellafield Ltd funding to deliver a long-term programme into schools to improve and increase skills, aspirations and confidence, challenge stereotypes and enable pupils to meet positive role models and forge on-going links with local business mentors/advisors who are matched to their local school.</p> <p>We currently have 19 schools taking part linked to 19 SkillsBlox advisors and a network of active volunteers to support each session and activity.</p>	<p>Sustainable Incomes</p> <p>Improve attainment</p> <p>Increased aspirations</p> <p>Challenge gender and social stereotypes</p> <p>Primary pupils develop skills and confidence and understand how their learning links to workplace</p> <p>Children get a better understanding of the breadth of local careers and jobs</p>	<p>Become a volunteer SkillsBlox advisor</p> <p>Help to sponsor/fund a primary school to take part for the year</p>
<b>Aspiration sessions/ Dream Big workshops</b>	Currently being delivered into a small number of schools in greatest need, funded by Sellafield Ltd and delivered through Primary Business Partnership	<p>Aspiration sessions and Dream Big workshops are fully facilitated by CforLP and provide an easy opportunity for volunteers to support. We currently deliver these fun engaging sessions in schools with low aspirations/ low engagement / small school size/ rural locations.</p> <p><i>“Our school serves an area of high deprivation and unemployment. Having positive and inspiring role models provides another dimension for the children and helps us in our work.”</i> Our Lady and St Patrick's Catholic Primary School, Maryport (36.9% pupil premium)</p>	<p>Sustainable Incomes</p> <p>Improved skills and confidence</p> <p>Children's aspirations and confidence raised leading to better outcomes and access to higher paid and meaningful jobs</p>	<p>Attend our free training</p> <p>Become a volunteer and share your career journey</p> <p>Fund a series of these fully facilitated sessions for a school or a school cluster</p>

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<b>Reading Champions &amp; Journey into the Lakes</b>	<p>Currently Primary Schools West Cumbria</p> <p>Piloted thanks to OneAim funding as part of Primary Business Partnership</p>	<p>The Primary Business Partnership has identified gaps and areas of greatest need. One of the needs highlighted is to increase English attainment levels by offering additional reading support. This is a key requirement with many schools asking employers to go into schools and read one-on-one with the children and showcase the importance of English linked to careers.</p> <p>Our newly piloted face-to-face Journey into the Lakes workshop bringing in all aspects of reading including menus, maps, bus timetables and poetry has been designed to complement virtual reading support from Chapter One (formerly Tutor Mate).</p>	<p>Sustainable Incomes</p> <p>Improved skills and confidence</p> <p>Develop key employability skills</p> <p>Improve attainment</p>	<p>Additional funding required to build on this pilot and deliver into more schools</p> <p>Sponsor a workshop or a series of these to be delivered to multiple schools</p> <p>Become a volunteer reading champion</p> <p>Fund and attend the training to deliver Journey into the Lakes</p>
<b>Contract to Cube-It and Cumbrian Traders</b>	<p>Primary Schools West Cumbria have benefited from these activities, delivered, and coordinated through Primary Business Partnership. Funded by Sellafield Ltd</p> <p>Could be suitable and adapted for secondary age</p>	<p>The Primary Business Partnership has identified that a key area of need is to increase Maths attainment levels and offer further Maths support.</p> <p>Contract to Cube It and Cumbrian Traders are fun and engaging workshops with local business volunteers to show how Maths links to jobs and careers and bring learning to life through real world examples. Where required this can be fully facilitated by CforLP.</p>	<p>Sustainable Incomes</p> <p>Skills and Aspiration raising</p> <p>Increase confidence, ability and interest in Maths linking to wider career choices and increased uptake for STEM careers</p> <p>Develop key employability skills, teamwork and leadership, and communication</p>	<p>Fund a workshop or a series of workshops to be delivered into local primary schools</p> <p>Become a volunteer</p>

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<b>Bright Stars Primary</b>	Free to all Primary Schools across Cumbria funded by local businesses and local grants	An exciting 12-week leadership & enterprise programme supported by local business helps to build social enterprise skills in primary school children, nurturing aspirations, entrepreneurship and providing everyday leadership opportunities. Pupils are paired with local business mentors and tasked with making a profit whilst making a difference by setting up a social enterprise to address something they want to improve or change in their local community. This fully project-managed programme helps businesses forge ongoing links with their local communities.	<p>Resilient Economies Sustainable Incomes Safer Communities</p> <p>Young people feel better connected to their local communities with a sense of pride in place</p> <p>Better links between schools and businesses, greater awareness of local jobs and careers</p> <p>Nurturing entrepreneurial skills and aspirations in primary pupils</p> <p>Youth Voice/Youth Empowerment</p> <p>Mentors develop skills and confidence through training and supporting schools</p>	<p>Fund/Sponsor a school or several schools to take part in this 12-week programme</p> <p>Sponsor an SME or Charity taking part and help them build links with their future workforce</p> <p>Volunteer as a mentor</p>

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<b>Bright Stars Secondary</b>	Secondary Schools	Building on the learning from primary schools, Bright Stars Secondary was piloted at St Benedict's School with a group of lower set Year 8 pupils. We are keen to build on this learning in 2023 and deliver to more schools. The programme is suitable for most year groups and matches school or youth groups taking part to businesses that act as mentor. They have 12 weeks to set up a social enterprise that makes a difference and makes a profit.	Resilient Economies Sustainable Incomes Youth Engagement Better links between schools and businesses Nurturing entrepreneurial skills and aspirations in Secondary Students Mentors develop skills and confidence	Fund a programme in a local school or community group Volunteer as a mentor
<b>Your Community Projects</b>	Youth Clubs across Cumbria	<p>This 6-week development programme provides young people with exciting opportunities to visualise and shape their communities and town centres, giving them a voice in determining their futures.</p> <p>It also offers amazing opportunities to consult young people on key challenges and opportunities for Cumbria. Young people work alongside local business mentor role models who offer expert input and advice on their projects.</p> <p>Young people gain access to positive role models, insights into local careers and transferrable skills including leadership, teamworking and communication while building confidence and self-belief.</p>	Resilient Economies Sustainable Incomes Thriving Communities Engaging young people with their local community Giving young people an insight into job roles and how projects work Youth Engagement Mentors develop skills and confidence	Fund a Your Community Project. Volunteer as a mentor

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<b>Leading Change Programme</b>	Years 7-13 Secondary Schools Currently West Cumbria	<p>Young people are empowered to lead change and develop campaigns to change or improve something that matters to them, working alongside businesses and social enterprises. They develop leadership skills, confidence and self-belief whilst gaining a greater understanding of local jobs and careers.</p> <p>This innovative programme follows a successful pilot funded by Cumbria Community Foundation #CanDo fund and has grown in influence and size.</p> <p>The recent 'Leading Change - Sustainability Campaign' activity was funded by the Sellafield Ltd SiX - Social Impact Multiplied - programme, partnering with the Centre for Leadership Performance to deliver the initiative. Business mentors from Sellafield Ltd and other local companies supported students from secondary schools in Allerdale and Copeland to develop their sustainability campaign ideas "linking to the UN Global Sustainability Goals" to turn plans into action.</p>	<p>Resilient Economies</p> <p>Sustainable Incomes</p> <p>Thriving Communities</p> <p>Youth Engagement and Youth Voice</p> <p>Empowering young people to influence change</p> <p>Creating stronger links between young people, business, and community</p> <p>Developing young people's confidence, leadership and employability skills and awareness of local careers and jobs</p>	<p>Fund a Leading Change Programme and seek young people's views on real challenges that matter to them</p> <p>Volunteer as a mentor</p>

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<b>Confidence Building Workshops &amp; Leadership Masterclasses</b>	Years 7-13 Secondary Schools and youth groups across Cumbria	<p>Confidence building sessions include personal goal setting elements such as 'Take the Wheel' workshops and Aspiration Sessions that encourage self-belief, communication, team working and creativity.</p> <p>Leadership masterclass events bring young people together with inspirational youth leaders as well as leaders from Cumbrian businesses for inspiration, meaningful dialogue, and interaction.</p>	<p>Resilient Economies</p> <p>Sustainable Incomes</p> <p>Building the confidence of young people and extending their experiences</p> <p>Igniting aspirations</p> <p>Creating stronger links between business and young people</p>	<p>Sponsor a series of events in local schools</p> <p>Fund our Workshops</p> <p>Volunteer as a speaker</p>
<b>ProjX Regeneration</b>  <b>ProjX Arts</b>  <b>ProjX Tourism</b>  <b>ProjX Bespoke</b>	<p>Years 10 - 12 Across Cumbria</p> <p>Currently delivering 7 ProjX weeks for 2023 in West Cumbria funded by Sellafield Ltd Six Multiplied Have also delivered in Carlisle schools and Carlisle college</p>	<p>ProjX Regeneration, ProjX Arts and ProjX Tourism funded by Sellafield Ltd are innovative work awareness programme bringing together students and businesses across West Cumbria's supply chain, particularly SMEs and micro businesses that typically find it difficult to offer traditional work experience for young people to work on real projects. These projects are real-life projects that require young people's ideas for better &amp; diverse decision making and innovation.</p> <p>Young people work on multi-disciplinary projects, showcasing the breadth of roles, jobs, and careers locally, and gain leadership development opportunities and a chance to acquire vital employability skills. The programme provides a platform for participants to have their ideas and voices heard. ProjX engage young people in real projects including local town regeneration plans and</p>	<p>Resilient Economies</p> <p>Sustainable Incomes</p> <p>Supporting SME engagement with local schools and young people</p> <p>Building the confidence of young people and extending their experiences</p> <p>Developing leadership &amp; employability skills and awareness of local jobs</p> <p>Youth Engagement in business and community projects</p> <p>Greater innovation and better decision making</p>	<p>Fund a ProjX programme to support more young people and local SMEs, Charities and Third Sector organisations</p> <p>Volunteer to deliver a workshop</p> <p>CforLP can help design and deliver a bespoke ProjX programme</p>

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		<p>innovation challenges.</p> <p>We work with organisations and sectors to create their own bespoke ProjX programmes showcasing the career opportunities within their organisations and sectors while at the same time seeking the ideas of young people on key business challenges.</p>	<p>Retaining local young people</p> <p>Young people feel connected to their local communities and listened to</p>	
<b>Sellafield Ltd Elements Work Awareness Programmes</b>	<b>Years 10 -12 West Cumbria</b>	<p>The Sellafield Ltd work awareness programme is a weeklong programme designed and delivered on behalf of and in partnership with Sellafield Ltd and Tier 2 supply chain partners including KBR, Doosan, NNL, Costain, and Jacobs. We manage and facilitate the programme and act as coach and mentor throughout.</p> <p>The programme showcases various engineering disciplines within Sellafield and Tier 2 supply chain companies, engaging young people on real issues that need engineering solutions whilst developing their aspirations and leadership skills.</p> <p>A simple application form removes barriers for young people to access meaningful work experience.</p>	<p>Resilient Economies</p> <p>Sustainable Incomes</p> <p>Inspiring future careers</p> <p>Engaging young people in engineering disciplines</p> <p>Developing aspirations, confidence, leadership &amp; employability skills</p> <p>Provides Sellafield Ltd with the opportunity to engage a diverse range of young people to showcase the breadth of opportunities at Sellafield Ltd and within the supply chain, shaping skills and retaining talent for the future</p>	<p>Develop a bespoke programme for your business showcasing critical skills and engineering roles</p> <p>CforLP can top and tail your own programmes with elements of leadership and team building</p>

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<b>Dream Placement</b>	16–18-yrs across Cumbria	<p>Exciting 6-month leadership and placement programme co-created with organisations across Cumbria where up to 200 young people each year apply and benefit from development opportunities.</p> <p>The programme was co-created with businesses to address the talent drain out of Cumbria, connecting young people to the breadth of career opportunities in the county whilst showcasing leadership in the workplace.</p> <p>The programme has been running for 10 years with over 2000 young people taking part so far.</p> <p>Funding from businesses enables us to provide development opportunities for every young person applying throughout the various stages of this fully project-managed programme.</p> <p>It gives young people an insight into leadership in the workplace through a unique week-long placement opportunity that aims to ignite aspirations, fuel ambitions, and develop confidence and leadership skills in young people across Cumbria, helping them to make informed decisions about their future.</p> <p>Dream Placement alumni maintain contact with peers and businesses through Cumbria Future Leaders.</p>	<p>Resilient Economies</p> <p>Sustainable Incomes</p> <p>Strengthening links between employers and young people</p> <p>Encouraging leadership ambitions</p> <p>Developing employability leadership skills</p> <p>Retention of young people in Cumbria</p>	<p>Fund a pre-placement development programme to support young people who may not typically see this as an opportunity for them</p> <p>Fund and Host a Dream Placement</p> <p>Sponsor an SME/third sector organisation to take part</p> <p>Volunteer to mentor young people</p>

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<b>Cumbria Future Leaders</b>  <b>Your Future.Here</b>	16–30 years across Cumbria	<p>We have reinvested our surplus revenues to support young people as they transition from school to further study and employment.</p> <p>We support the CFL steering group made up of various youth boards, groups, and young professional networks to collaborate as a diverse youth voice for Cumbria. It is a place where every young person can connect to career and learning opportunities in Cumbria, build vital support networks with other young people and maintain links with local employers.</p> <p>The steering group worked with CforLP to develop a FREE to use signposting and brokerage service and website platform Your Future.Here, which was made possible by funding from Sellafield Limited and the Six Multiplied programme.</p> <p>It offers a 'plug-in' place where young people can access all the amazing pre-existing opportunities and build networks.</p>	<p>Social Value Chains</p> <p>Resilient Economies</p> <p>Sustainable Incomes</p> <p>Network with young people across Cumbria</p> <p>Raise awareness of and access to employment and education opportunities</p> <p>Young people develop skills and confidence</p> <p>Young people build support networks with peers and employers</p> <p>Supporting employers to develop longitudinal relationships with young people as they transition from school to FE/HE or into the workplace</p>	<p>Currently seeking funding to support and maintain the Your Future: Here Brokerage</p> <p>Fund Cumbria Future Leaders events and activities and showcase careers within your organisation or sector</p> <p>Signpost this support service to young people you currently work with so we can continue to support them</p> <p>Volunteer at an event or as a mentor</p> <p>Promote your vacancies, news, and opportunities to young people by sending information to CforLP for inclusion in Your Future.Here</p> <p>Encourage your graduate and apprenticeship network to get involved and sign up</p> <p>Volunteer or encourage your Early Careers employees to join the Steering Group to broaden engagement</p>
<b>Learn 2 Lead</b>	16-30 years across Cumbria	A 6-month programme developing diverse cohorts of 6-10 young people from across Cumbria. They learn	Thriving Communities	Join a cohort

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		<p>from local business people and from each other, developing their leadership skills and building vital support networks.</p> <p>One-to-one coaching sessions define personal goals and barriers, and peer-to-peer action learning refines key skills. Participants put learning into practice through a real-life consultancy challenge for their local community.</p>	<p>Sustainable Incomes</p> <p>Increased confidence and skills</p> <p>Develop a vibrant and inclusive young leadership network</p> <p>Improved leadership capability in Cumbria</p>	<p>Sponsor a cohort</p> <p>Offer bursaries or fund others</p> <p>Become a volunteer</p>
<b>Your Voice Events</b>	16-30 years across Cumbria	<p>Your Voice Events provide opportunities for businesses to engage young people in key challenges impacting their futures. Young people in our network tell us they want to know what is happening in their local area, they want to be part of the conversations that influence decisions, and they want to debate issues that matter most to them and have their voices heard.</p> <p>These events bring together key stakeholders to be part of these discussions and empower young people to have a voice in the key challenges impacting their futures.</p> <p>Your Voice provides young people with a platform to develop stronger connections with their community, helping to alleviate Cumbria's wider retention crisis.</p>	<p>Thriving business communities</p> <p>Sustainable Incomes</p> <p>Safer Communities</p> <p>Youth engagement</p> <p>Youth Voice</p> <p>Better decision making</p>	<p>Sponsor a Your Voice Event</p> <p>Volunteer as a speaker</p> <p>Promote to your graduate and young people networks</p>

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<b>Leadership Insights</b>	16-25 years across Cumbria	<p>'Leadership Insights' provide young people with the opportunity to listen to local leaders sharing their inspirational leadership journeys and showcasing career opportunities. These events help young people to develop leadership skills, build support networks and see leadership as something they can demonstrate.</p> <p>These online or face-to-face events help to showcase careers and study pathways and a better understanding of the key skills needed. Attendees receive ongoing support and advice to help develop young people's leadership capability through Cumbria Future Leaders.</p>	<p>Thriving Communities</p> <p>Sustainable Incomes</p> <p>Better decision making</p> <p>Young people build support networks with peers and employers</p> <p>Raised aspirations and confidence</p> <p>Improved leadership capability in Cumbria</p>	<p>Sponsor an event</p> <p>Volunteer as a speaker</p> <p>Promote to your graduate and young people networks</p>
<b>Mentoring</b>	16-25 years old across Cumbria	<p>Mentoring is a great way to develop your confidence and learn new skills and is ideal for Early Careers employees. Our 6-month mentoring programme matches the young person with someone outside their immediate network or workplace, to focus exclusively on personal and skills development. We will match the mentee and mentor and provide support and coaching to both mentee and mentor to ensure the pre-determined aspirations and goals are supported and achieved.</p>	<p>Sustainable Incomes</p> <p>Increased leadership capability, aspirations, and confidence</p> <p>Better equipped people</p> <p>Young people build support networks with peers and employers</p>	<p>Sponsor a cohort</p> <p>Fund your Early Careers employees to take part</p> <p>Signpost your network</p> <p>Sign up as a mentor to support a young person</p>
<b>Skills Academy</b>	16-30 years across Cumbria	<p>These are bespoke, interactive, and practical short workshops which address some of the key challenges we know young people and Early Careers employees face as they transition into further education or the workplace. We design</p>	<p>Sustainable Incomes</p> <p>Resilient Economies</p> <p>Increased leadership capability</p>	<p>Contact CforLP to book a place</p> <p>Fund a place</p> <p>Get in touch if you would like</p>

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		<p>sessions based on participants' specific needs, covering topics such as confidence, communication, teamwork, leadership, resilience, and other key employability skills.</p> <p>These sessions can be designed to suit all ages, from sixth form/college students to apprentices, graduates, or other younger employees, to support Cumbrian organisations and help to develop more effective and skilled existing and future workforces.</p>	Increased confidence and attainment	something delivered in-house
<b>Short Courses</b>	Open to all, regardless of role or experience	These are high-impact, interactive and practical 120-minute courses which address key areas for development in the workplace today. These short courses help colleagues work and manage more effectively and communicate openly and inclusively. This then leads to better performance via improved confidence and competence.	<p>Increased leadership capability</p> <p>Better equipped workforce</p>	<p>Contact CforLP to book a place</p> <p>Fund a place</p> <p>Get in touch if you would like this delivered in-house</p>
<b>First Line Manager Programme</b>	First Line Managers and those new to Management	<p>We often hear that colleagues are promoted due to their technical excellence but where do they get the training and tools to become a successful people manager?</p> <p>Our new First Line Manager Programme combines key people management principles and the opportunity to work and learn alongside peers from a range of businesses in Cumbria.</p> <p>First Line Managers have a huge impact on organisational culture, employee engagement, productivity, and performance. Colleagues from a</p>	<p>Social Value Chain</p> <p>Resilient Economies</p> <p>Sustainable Incomes</p> <p>A diverse and inclusive leadership network for Cumbria</p> <p>Increased leadership capability</p>	<p>Book or fund a place or a cohort</p> <p>Offer bursaries and sponsor small, micro and third sector leaders</p>

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		<p>variety of sectors and backgrounds come together to share best practice, learn from experience, and collaborate to ensure that they become the best they can be.</p> <p>This interactive and engaging programme covers people management essentials such as feedback, communication, delegation, and challenging conversations and looks at Emotional Intelligence, Mentoring and the basics of Lean.</p> <p>The programme consists of 4 half-day workshops spread over 4-5 months. This enables delegates to implement their learning between sessions and then reflect on this with the group.</p>		
<b>Leader 2 Leader</b>	Existing leaders and business owners across Cumbria	<p>A powerful 8-month leadership development programme co-created with businesses. It offers leaders opportunities to step outside their day-to-day working environments to see how peers and leaders from other sectors operate.</p> <p>Aimed at middle managers and aspiring senior leaders across Cumbria, this programme offers the chance to hone skills, observe other leadership styles, gain feedback from peers, learn together and from each other.</p> <p>Participants build vital leadership learning networks across public and private sectors, education and the third sector through workshops, shadowing, coaching, action learning, and joining forces to solve</p>	<p>Social Value Chain</p> <p>Resilient Economies</p> <p>Sustainable Incomes</p> <p>A diverse and inclusive leadership network for Cumbria</p> <p>Increased leadership capability</p>	<p>Participate as a delegate</p> <p>Offer bursaries and sponsor small, micro and third sector leaders</p> <p>Volunteer as a speaker</p>

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		shared business challenges.		
<b>Leadership Masterclasses</b>	Leaders at all levels	<p>As part of our mission to develop Cumbria's leaders of today and tomorrow, CforLP have created an integrated ladder of lifelong leadership learning that enables us to bring together educators, employers, and young people to share leadership knowledge, skills and experiences and foster opportunities for everyday leadership.</p> <p>Our Leadership Masterclasses, encourage conversations about leadership, share learning and best practice, and develop leadership capability. These events showcase multi-generational leadership from across the four areas of our business (Primary, Secondary, Early Careers and Workplace) and in doing so change perceptions about leadership, sharing the idea of everyday leadership and promote and enable learning from one another.</p>	<p>Social Value Chain</p> <p>Resilient Economies</p> <p>Sustainable Incomes</p> <p>A diverse and inclusive leadership network for Cumbria</p> <p>Increased leadership capability</p> <p>These events help to build relationships between educators, employers, and young people</p> <p>Bring diversity of thought to some of Cumbria's leadership challenges</p>	<p>By invite</p> <p>Contact CforLP and we can help organise your own Leadership Masterclass event</p>
<b>Cumbrian Lean/CI Forum</b>	Lean professionals and organisations	The Cumbrian Lean/Continuous Improvement Forum was established in 2016 and was born out of conversations with Holmen Iggesund. It aims to give companies and organisations in Cumbria the opportunity to informally come together with a common focus and desire to collaborate and share best practice and ideas in the areas of Lean	<p>Access to Lean network in Cumbria</p> <p>Better equipped people</p> <p>Greater knowledge transfer</p> <p>Increased capability</p>	On application only

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## Centre for Leadership Performance – Join our leadership community



Programme	Who is it for?	What is it?	Outcomes/Impact	How to get involved
		<p>Processes and Continuous Improvement across industries.</p> <p>The Forum currently has 30 members from an exciting mix of organisations across Cumbria who work in Continuous Improvement and / or Lean Processes. The group meet on a quarterly basis for host visits, training, and guest speakers.</p>		
<b>Sense of Purpose</b>	The retired and retiring	<p>Sense of Purpose provides support for employers and employees to ensure a successful transition to retirement. It allows would-be retirees the opportunity to explore 'leadership in later life' through a personal development programme which signposts both volunteering and employment options.</p> <p>We provide employers with advice and support on succession planning and knowledge transfer, supporting more flexible working practices and ensuring knowledge and skills aren't lost from the business.</p>	<p>Increased workplace resource</p> <p>Sharing of knowledge and experience</p> <p>Increased fulfilment in later life</p> <p>Increased involvement in community volunteering</p>	Contact CforLP for more details on how to take part or fund a programme
<b>Shadowing</b>	Open to all	Shadowing allows a colleague from one organisation to work alongside and gain experience in the role of another individual to gain an insight into that particular work area. It can also be used to provide an individual with an opportunity to learn and develop within their current role.	<p>Increased leadership capability</p> <p>Better equipped people</p> <p>Improved connections between local organisations</p>	<p>Fund a shadowing place or programme</p> <p>Join our shadowing pool</p>
<b>Mentor Training</b>	For employees who are directly	CforLP have been working with local businesses across Cumbria to provide mentor training to those	A motivated and supported workforce	Book a place or fund a workshop

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	responsible for mentoring apprentices, graduates, or young people in the workplace	<p>who are directly responsible for mentoring their apprentices, graduates, or young people on placements, so everyone gets the most from their experience and everyone feels better prepared and supported with the right tools and skills.</p> <p>Mentors use their own life experience to inspire and motivate young people they work with using a coaching approach. In this workshop we explore a range of tools that will help you to build rapport with the student or young person you are mentoring, become a great listener, be able to ask insightful and challenging questions and give constructive feedback.</p>	<p>Increased confidence and the right skills to support those in their early careers or on placements or internships</p> <p>Higher retention rates for graduates and apprentices</p>	
<b>Coaching</b>	Open to all	<p>Coaching is a simple and powerful development tool that works in both a 1:1 and a team setting. Coaching provides you with support to develop your skills and confidence in a personal and practical way.</p>	<p>Increased leadership capability</p> <p>Better equipped people</p> <p>More productive organisations</p>	Contact CforLP to arrange your sessions

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## Centre for Leadership Performance – Join our leadership community



Programme	Who is it for?	What is it?	Outcomes/Impact	How to get involved
<b>Bespoke Leadership Development</b>	Open to all (individuals and businesses alike)	<p>In reality all of our development is bespoke in that it is tailored to the individual and organisation involved, any content being shared is always in the context of that particular situation and that particular time.</p> <p>Most of the time we talk about our bespoke work when we describe a piece of work that we co-design and deliver with the client, starting as a conversation about what is happening for them and how they want things to be different. This conversation leads to a collaborative thought process which shapes a solution that is specific to that client and their particular challenge.</p> <p>The programme content and its delivery will be tailored to suit the situation. It might involve a wider group of experts who will partner in the delivery and will always include opportunities for practice and on-the-job learning to maximise its impact and then embed the learning in a sustainable way.</p>	<p>More productive organisations</p> <p>Increased leadership capability</p> <p>Better equipped people</p>	Contact CforLP to discuss your specific needs

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We work with businesses, educators and young people across Cumbria to ensure we create an inclusive ladder of leadership learning opportunities. Connecting young people with businesses throughout their learning journey develops long term relationships that help shape future strategies and interventions to increase skills, knowledge, aspirations and access to opportunities.

Our programmes and activities, often co-created with businesses, schools and young people, promote a longitudinal, co-ordinated approach to the development of leadership skills based on:

- **Self-Belief**
- **Vision**
- **Efficacy/Effectiveness**
- **Collaboration**
- **Resilience**



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**Join our Leadership Community**  
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