The Leadership Matrix

Leadership development for individuals

Developing leadership in organisations

AIMS
The aims of this programme are two fold: to develop individual leadership capability whilst also building organisational leadership capacity.
We achieve this through working in small action learning groups (Cells) and then bringing these together to form a learning matrix. Through this process, we developing relationships, promote knowledge exchange, build new networks and develop collaboration and distribute leadership across the organisation.

Participant profile
Senior Leaders and Middle managers.

This can be designed also as a whole system intervention, to engage all or key employees across disciplines, professions and departments in a culture change or strategic change process.

Programme benefits
Leadership Stretch, intellectual stimulation and refreshment
Knowledge Exchange Leads to new ideas to improve individual, team and organisation performance
Builds Collaborative Networks Encourages peer to peer network learning and the building of substantial inter departmental relationships.
Programme structure
Working with the senior team, careful planning goes into who attends which cell, and how often the matrix will come together. This careful selection is vital to bring the right people together so that the right conversations can take place.

Cell Meeting
Each ‘cell’ meeting consists of 6-12 participants, usually start with an informal networking dinner the evening before the The following day consists of:

Leadership Stretch (am)
Expert input, Leadership theory or sector specialist, followed by facilitator-led leadership discussion.

Listening Posts and Consulting Groups (pm)
Facilitated by a Leadership facilitator, the group will share their current leadership experiences and dilemmas and from this ‘listening post’ the group will identify themes they wish to focus on. They work as consultants for each other with the support of the facilitator.

Leadership Matrix
This brings the cells together for knowledge exchange, dialogue and open space workshops and other events that create generative conversations. Key note speakers will also be invited to address the matrix events.

Programme Director
Dr. Simon Western

Quotes from previous delegates
The programme has enabled me to develop and strengthen relationships with other principals in the sector. Well-facilitated - with humour and challenge! – Pauline Waterhouse, Principal Blackpool and the Fylde College.

Learning points from the programme for me were how to position myself as a leader within the current external environment. Enjoyed the variety of learning styles, and good dynamics added significant value to the programme.
Marion Plant, Principal North Warwickshire & Hinckley College

Further information
If you would like further information please contact Dr Simon Western
www.simonwestern.com