



Leadership Exploration and Development Programme Overview

<h2>Summary</h2>	<p>The Leadership, Exploration and Development programme (LEaD) is tailored for band 2 and 3 colleagues across Network Rail, plus equivalent non-role clarity grades, looking to excel in leadership. LEaD is a robust leadership development programme designed to train and support the next generation of Network Rail leaders and managers. Delivered part-time over 12 months, LEaD will help you to unlock your potential through a blend of residential days, virtual sessions, business projects and coaching. Upon completion, you will achieve an industry recognised Level 7 Post Graduate Award in Strategic Leadership.</p>
<h2>Style and Approach</h2>	<p>Delegates experience an intensive training programme delivered by skilled subject matter experts. The programme comprises highly practical experiential learning sessions with a modern approach to learning which is professional and engaging. The delivery of this training will be both face to face and virtual. The training is combined with networking with peers and Network Rail Executive as well as delivering two strategic projects.</p>
<h2>Programme Structure</h2>	<p>One year programme with learning modules, coaching and projects</p>
<h2>Audience</h2>	<p>Band 2 or 3 (or equivalent) There is an application and assessment process.</p>
<h2>Group size</h2>	<p>30 Participants</p>

Programme Overview

Preparing for the workshop

Have an up-to-date personal development plan (PDP).

Programme Topics

Classroom and virtual modules

- Strategic Thinking
- Collaborative Leadership
- Strategic Performance Management
- Sustainable Leadership
- Developing Executive Presence

In addition, delegates will carry out self-directed learning (including assignments and project work)

Business project

All delegates will plan and oversee a Network Rail business project that aligns to our vision and values.

Charity project

Delegates will get the opportunity to work at a strategic level with a community or charity partner based on ideas pitched by the partners.

Delegates also benefit from 1:1 coaching sessions and the support and sponsorship of a senior ELT member.

Outcomes

Managers and leaders of teams will be able to:

- Strategic thinking.
- Risk and value judgement.
- Collaborative leadership
- Organisational design and structure.
- Strategic performance management.
- High performance leadership.
- Strategic focus in VUCA environment.
- Culture, strategy and performance.
- Self awareness.
- Developing executive presence

How to Apply:

Please see the Hub pages. <https://networkrail.sharepoint.com/sites/AcceleratedLeaders>
Application window will also be advertised on Connect and via Yammer.