

# EMERGING LEADERS PROGRAMME

A six-month leadership & development programme for rising stars

Designed for emerging talent and high-potential individuals who are already showing signs of leadership through the way they think, act and influence. It's for people ready to build the self-awareness, confidence and skills to step up, whether that's leading a project, influencing peers, or managing up, right now and into the future.

## THE BENEFITS

- ✓ Builds confident, self-aware people who influence positively at every level
- ✓ Strengthens communication, collaboration and cross-team relationships
- ✓ Grows personal impact, productivity and resilience under pressure
- ✓ Creates a strong peer network across the emerging talent cohort
- ✓ Deepens engagement and retention of high-potential people
- ✓ Builds a robust pipeline of capability for the business's future

## THE APPROACH

Each session blends training, group discussion, exercises and small-group work, ensuring every perspective is heard and learnt from, with the opportunity to apply learning in real time.

## WHAT'S INCLUDED

- 6 Group training sessions
- 6 1:1 coaching sessions
- ✓ DiSC profile completed
- ✓ 360 report conducted & fed back
- ✓ Mid-programme review
- ✓ Continuous support throughout

## THE JOURNEY

- You Are Already Leading**  
*Understanding leadership as influence, not job title, and completing your DiSC profile to explore how your natural style shapes the way you lead and connect with others.*
- Emotional Intelligence & Communication**  
*Building self- and social awareness, and developing the listening and questioning skills needed for open, effective conversations, including the difficult ones.*
- Confidence & Personal Impact**  
*Growing presence and self-belief, with practical tools for time management and productivity to help you show up deliberately, every day.*
- Feedback**  
*Learning to give and receive feedback with confidence, using insight from your 360 report to shape your ongoing development.*
- Managing Up & Influence**  
*Applying your leadership and communication skills to build trust, credibility and impact with stakeholders across the business.*
- Change & Sustaining Momentum**  
*Building resilience for navigating change, consolidating your learning, and creating a plan to sustain momentum beyond the programme.*

*"The programme didn't just prepare us for leadership roles, it helped us recognise that leadership is already present in how we think, act, and influence every day. I came away from every session feeling more confident in my own way of working."*

Project Lead