

## **CS22415- Leadership Development Programme for Women**

UK Research and Innovation (UKRI) wishes to engage a supplier to organise and deliver a capacity development programme, targeting its female staff within Innovate UK (IUK) to prepare them to take leadership positions within the organisation.

UK Research and Innovation ensures the UK maintains its world-leading position in research and innovation. This is done by creating the best environment for research and innovation to flourish.

UK Research and Innovation (UKRI) is a publicly funded organisation which is dedicated to nurturing the highest quality research and innovation by focusing on excellence with impact.

[Innovate UK](#) is the UK's innovation agency, supporting business-led innovation in all sectors, technologies and UK regions. Economic growth is driven through the development and commercialisation of new products, processes, and services, supported by an outstanding innovation ecosystem that is agile, inclusive, and easy to navigate. Innovate UK is part of UKRI.

The Programme will be delivered over a maximum potential period of 36 months should all optional extensions be utilised, through a mixture of virtual workshops, coaching sessions and self-paced learning. The programme will create a community of female future leaders by facilitating learning and skills development to enhance the readiness and capacity to perform and take strategic leadership roles.

Innovate UK currently has approximately 340 women in the organisation. The programme will be made up of 2 cohorts of a maximum of 30 women (active users) per annum.

### **Required Outcomes**

UKRI require an unconventional leadership development programme that will:

- Support the implementation and embedding of our target culture through learning and modelling appropriate behaviours
- Reduce silo working and encourage collaborative working, encouraging a 'one team' approach to transformational change

- Create a collective leadership style which allows colleagues to grow into their full potential.

- Develop a leadership mindset that acknowledges, understands, and responds to open heartfelt wisdom, and applies this approach to tackling complex organisational issues.

Regular progress reviews and meetings with UKRI/Innovate UK to discuss progress with the cohorts and planning of activities.

Frequency of the meetings to be agreed with the successful supplier upon commencement of the contract.

- An evaluation meeting to be held at the end of each annual period to discuss the effect that the training has had on the cohorts and the organisation, together with any tangible and sustainable changes to the organisational culture and leadership practices

Development of the training will be tailored to the needs of UKRI/Innovate UK and will require review and sign off training in advance of delivery.

This contract will be awarded for an initial 1 year with the option to extend for a further 2 years on a 1 + 1 basis.