

# London Leadership Programme

**Investing in London's future leaders**

**Cohort 6**

**July 2022 to March 2023**



## **London Leadership Programme (LLP) is a flagship development programme investing in the next generation of senior leaders in London.**

The London Leadership Programme brings together talented professionals from London's 32 boroughs. It is designed for aspiring leaders who share a passion for leadership and want to contribute to the leadership of a thriving and unique city.

Chief Executives are considering who to nominate from their authority for cohort 6.

This brochure is for potential programme participants and contains information that allows an informed decision to be made about joining the programme, if nominated.

**"I can honestly say it is the best professional development programme I have enrolled on in my 30 years of work. I looked forward to each and every session and - like many - was truly disappointed when my cohort ended"**

**Assistant Director,  
Cohort 1**

## **The need for London leadership**

As a city of contrast, there is so much to be proud of in London and yet many challenges to be tackled:

- Multicultural and diverse and a mobile and transient population
- A global reputation and a city with 'villages'
- The most dynamic economy in the UK and with some of the highest levels of deprivation
- Iconic world class institutions and significant health and educational challenges
- Home to the UK governance and an intensely political environment

We live in an increasingly complex and changing world. Covid-19 and the cost-of-living crisis have brought unprecedented financial pressures on local authorities and exacerbated existing inequalities in the communities we serve. This, coupled with the fiscal challenge and engaging London in the levelling up agenda, climate change and racial and socio-economic inequalities mean there has never been a stronger need for leaders to be adaptable and collaborate across organisational and professional boundaries.

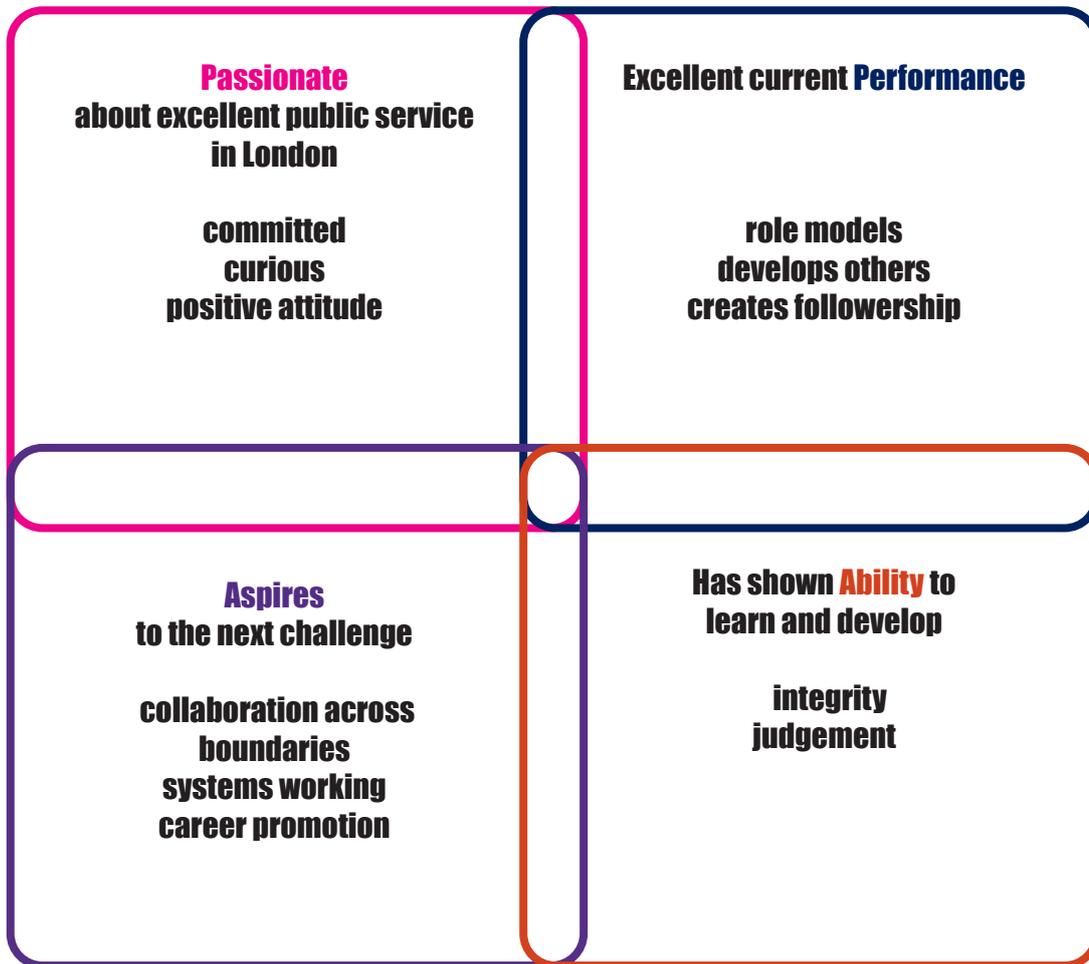
## **Who is the London Leadership Programme for?**

Each London authority is asked to nominate one person to join cohort 6. The target group is people currently in a permanent or interim Assistant Director role.



## Nomination criteria

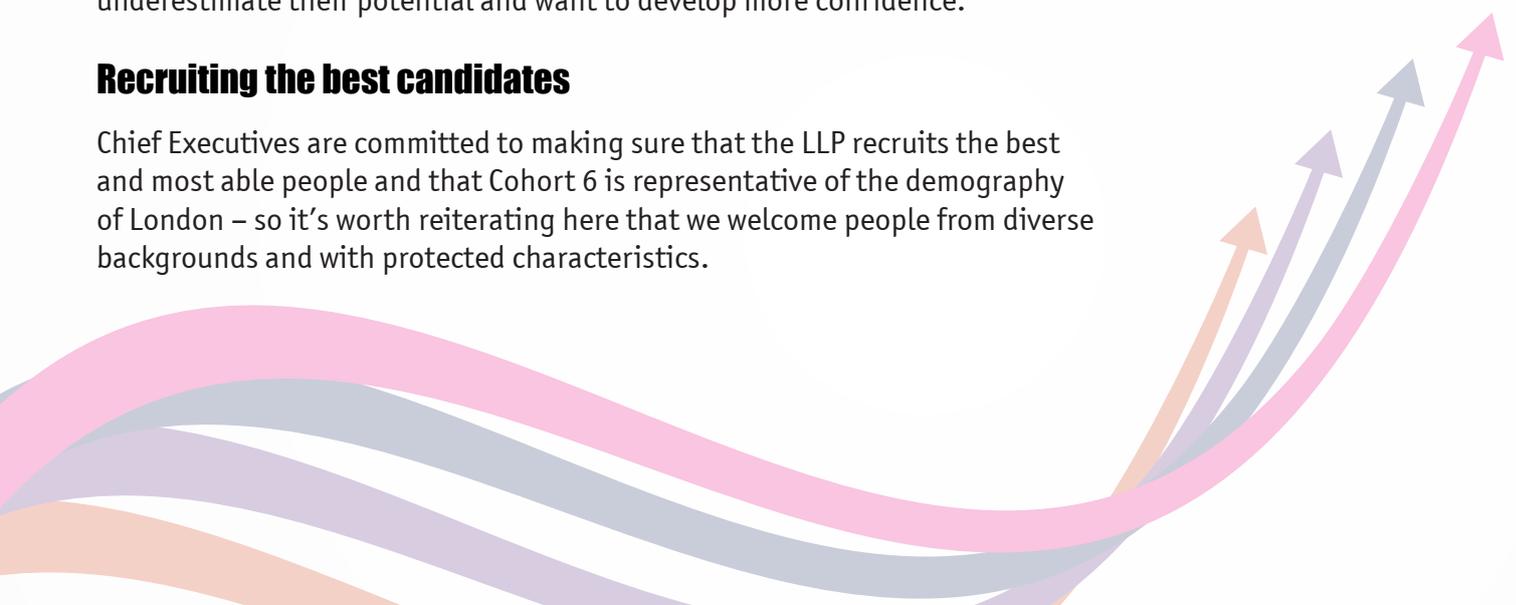
Your Chief Executive will base their nomination on the following criteria.



The connection between the criteria above is important. Everyone will vary in their motivations and the extent to which they display evidence of each. Some of you may be looking for promotion, others may be looking to broaden your experience and skills by collaboration outside your authority, others may underestimate their potential and want to develop more confidence.

## Recruiting the best candidates

Chief Executives are committed to making sure that the LLP recruits the best and most able people and that Cohort 6 is representative of the demography of London – so it's worth reiterating here that we welcome people from diverse backgrounds and with protected characteristics.



## The programme equips leaders to

- Show their integrity and use their judgement
- Understand London's unique context and contribution
- Support effective systems leadership across London
- Lead and work in diverse organisations
- Develop the perspectives and mindsets essential for collaborative working
- Nurture and develop their own talent and the talents of the people they lead
- Embrace diversity in their organisations and communities
- Support collaborative, sustainable networks in London
- Lead in unexpected and previously unknown environments

## Core principles underpinning the programme approach:

- **Co-design** with participants contributes to personal and peer learning
- Application to **London's challenges** creates change in human social systems
- Recognising and celebrating **diversity** reinforces a commitment to **equality and inclusion**
- **Reflection and learning** develop the capacity to work in and with complexity
- **Peer learning** expands perspectives and fosters meaningful long-term connections

**“Although the systems challenges were a stretch, we all found it really valuable to take ourselves out of our comfort zones, enhance our networks skills and refine our leadership qualities”**

**Assistant Director,  
Cohort 5**

**“I enjoyed the programme, found it helped me think differently and am confident it will help with my career aspirations”**

**Assistant Director,  
Cohort 4**

**“The programme connects between boroughs. It enabled us to learn from each other and build those essential professional and personal networks that bind us together and offer the opportunity to collaborate in the future”**

**Assistant Director,  
Cohort 5**



## Programme Dates and module themes

Description	Date(s)	Format
<b>Launch</b>	<b>Monday 11th July 2022</b> 9:30am-1pm	<b>Face to Face,</b> <b>London venue TBC</b>
<b>Module 1: Leading in the System</b>	<b>Wednesday 7<sup>th</sup> Sept 2022</b> 10am – 5pm 6pm – 7.30pm	<b>Face to Face,</b> <b>London venue TBC</b>
<b>Module 2: Working in a Political Environment</b>	<b>Wednesday 12<sup>th</sup> Oct 2022</b> 10am-5pm 6pm – 7.30pm	<b>Face to Face,</b> <b>London venue TBC</b>
<b>Module 3: Addressing Inequality</b>	<b>Wednesday 9<sup>th</sup> Nov 2022</b> 10am-5pm 6pm – 7.30pm	<b>Face to Face,</b> <b>London venue TBC</b>
<b>Module 4: Leading in Communities</b>	<b>Wednesday 7<sup>th</sup> Dec 2022</b> 10am-5pm 6pm – 7.30pm	<b>Face to Face,</b> <b>London venue TBC</b>
<b>Module 5: Future of London</b>	<b>Wednesday 11<sup>th</sup> Jan 2023</b> 10am-5pm 6pm – 7.30pm	<b>Face to Face,</b> <b>London venue TBC</b>
<b>Module 6: Self in the system</b>	<b>Wednesday 8<sup>th</sup> Feb 2023</b> 10am-5pm 6pm – 7.30pm	<b>Face to Face,</b> <b>London venue TBC</b>
<b>Graduation</b>	<b>Wednesday 8th March 2023</b> 9:30am-1pm	<b>Face to Face,</b> <b>London venue TBC</b>



## Elements of the programme.

**Launch event** - meet fellow participants, co-design the programme and hear from LLP Alumni members.

### Core modules

**Modules 1 to 6** - face to face for a full day on a Wednesday.

**Graduation** - celebrates completion of the programme and welcomes participants into the Alumni network.

**Evening sessions with stimulating external speakers** - Also open to Alumni members. Hearing from:

- Leaders in the private sector about their experience of leading and collaborating with the public sector.
- Leaders in the public sector about the current challenges they face and how they see the relationship with local government in London
- Recruitment specialists about what they look for when recruiting to very senior leadership roles in local government.

**System leadership questionnaire** – completed in advance of the programme and used to understand your assessment of your capabilities and learning needs.

**Systems challenges** – working in teams to apply the learning from the programme to key challenges currently faced in London.

**Your personal learning needs** – focusing on the specific areas you want to reflect and receive feedback on during the programme.

**Background reading** - before each module to include leadership texts, articles and videos.

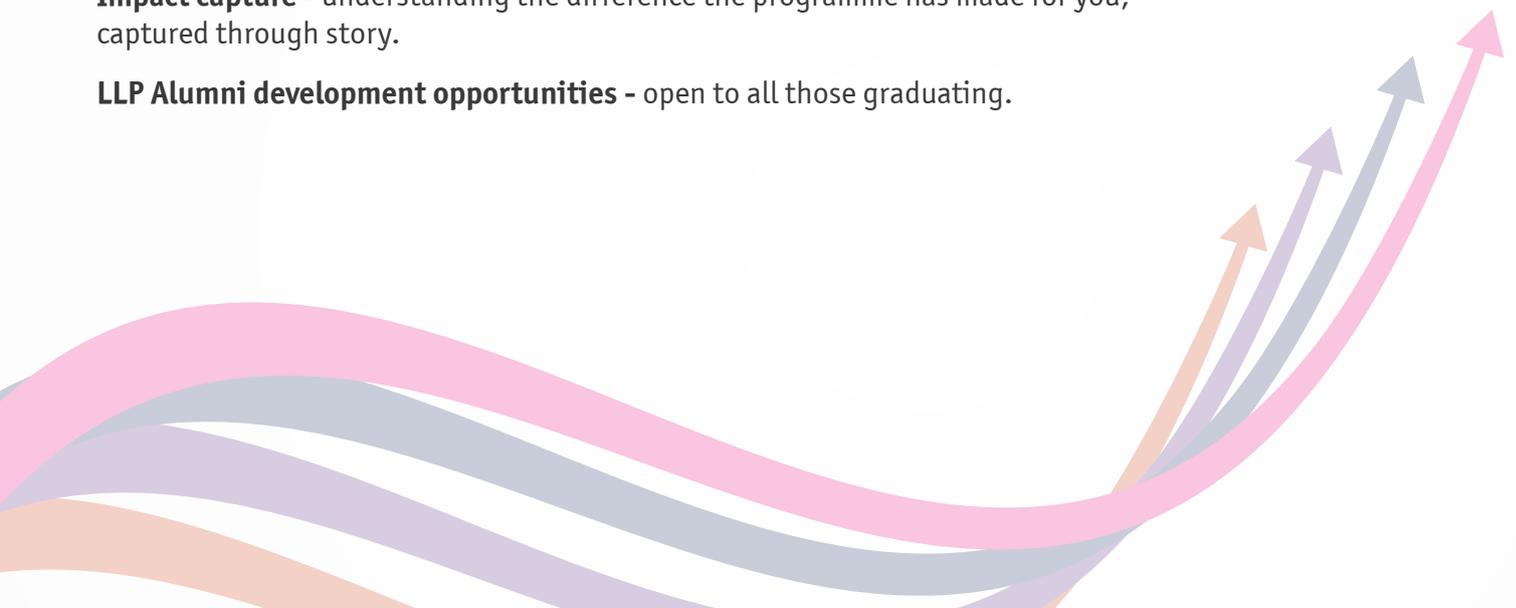
**Visiting speakers** - from a wide variety of backgrounds.

**Impact capture** - understanding the difference the programme has made for you, captured through story.

**LLP Alumni development opportunities** - open to all those graduating.

**“It’s been really inspiring to hear these reflections and to see, hear and ‘feel’ that local government is in great hands going forward!”**

**London Chief Executive at the Graduation Event**



## By joining the programme you are committing to:

- Holding the dates given in your diary
- Attending all the modules
- Working on system challenges with a small team between modules
- Joining the Alumni network after graduation

## What happens now?

If nominated, please complete the nomination form and return to your Chief Executive by **28<sup>th</sup> April 2022**

### Programme Directors

Holly Wheeler and Mari Davis of the Leadership Centre are locally, nationally and internationally experienced in the theory and practice of developing leaders and leadership. They share a commitment to developing talent from all backgrounds and supporting leaders in the service of their communities.

**“ What does London leadership need to look like for the challenges ahead; if you think there isn't a blueprint – this course is for you” Jackie Belton, Chief Executive lead for the London leadership programme.**

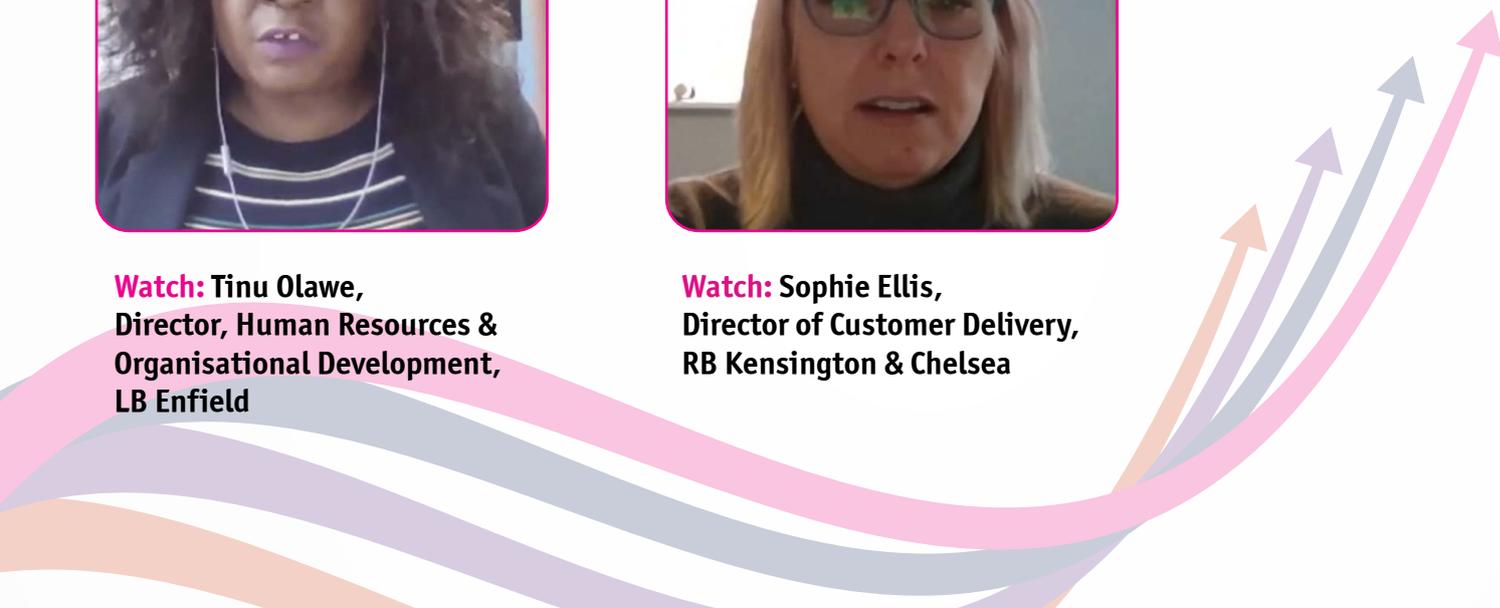
Click on the video links below to hear previous programme participants sharing their reflections on the programme:



**Watch:** Tinu Olawe,  
Director, Human Resources &  
Organisational Development,  
LB Enfield



**Watch:** Sophie Ellis,  
Director of Customer Delivery,  
RB Kensington & Chelsea





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Publication date: April 2022

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