

The Exchange Programme

We all operate based on assumptions about what is true and in a fast-paced environment working under pressure, it is natural to default to what has worked before. But what has got us where we are now may not be what gets us to where we need to be next. This is also true for organisations. The bigger the organisation, the harder it can be to remain open to fresh perspectives. The Exchange programme helps you to navigate these challenges.

Description

This Exchange programme offers you a mirror held up to your own leadership, and a window into the realities of a peer's world. With two other senior leaders to partner with and a diverse group to learn from, this six month intervention is designed to work around your day-job. The programme is focused on practical tools and skills that you can pick up and use straight away, both individually and with your teams.

What does it involve?

This 6 month cross-sector programme is a carefully structured series of activities designed to fit alongside your busy day job. It includes two leadership exchanges where you observe another leader as they work, focusing on peer support and coaching. This process is then repeated with another person in another organisation.

There are three facilitated workshops, where participants gain collective learning from the group, as well as individual learning. The first workshop explores your current leadership challenges and is an opportunity to share a problem and hear and engage with a number of different perspectives. The second workshop is to reflect

and unpack your observations and experience from your first leadership exchange. The third will explore the individual and collective insights from your exchanges, spotting opportunities for collaboration within the group and your organisation.

What's the outcome?

The Exchange programme is highly experiential, engaging with it will help you to experience a very different world of work with different assumptions, views and ways of working. You will gain a fresh perspective through access to two prominent organisations, with direct in-situ observation of how a peer deals with what comes up in a normal day, generating new ideas and a revitalised sense of how to lead. You will develop deeper listening and observation skills.

This is a rare opportunity to step back from the day-to-day to reflect, energise and connect with leaders who are as curious as you are.

Learning activities



Delivery method:



Estimated learning time
6 months

How to book

This programme is suitable for
the Senior Civil Service

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