

Programme Overview

OXFORD LEADERSHIP™
DEVELOPMENT PROGRAMME



*A comprehensive leadership
development intervention customized
to the needs of global clients*



OXFORD LEADERSHIP™ DEVELOPMENT PROGRAMME

A comprehensive, customisable leadership development intervention conducted in stages over a period of 9-12 months to prepare executives and high potentials for senior management positions.

Tailored precisely to the needs of the client, the OLDP is built around the following three core modules:

Module 1

Leading Yourself

Learn how to understand context, make good choices and handle complexity and ambiguity. Define the next chapter of your life. Learn how to develop and use your intuitive intelligence. Master the 'inside-out' and personal dimensions of leadership: identify your ethical compass, and the values and vision that define your character as a leader. Great leadership begins with the self, extends to the team and flows through the organisation to create a better society.

Module 2

Leading High-Performing Teams

Learn an intuitive approach to mastering organisational complexity. Learn how to create alignment around a common purpose, create a sense of belonging, move people out of their comfort zones, break old patterns, create new habits, build trust, and generate engagement and commitment to results. Leading High-Performing Teams is a powerful framework for aligning people and culture with strategy across your organisation.

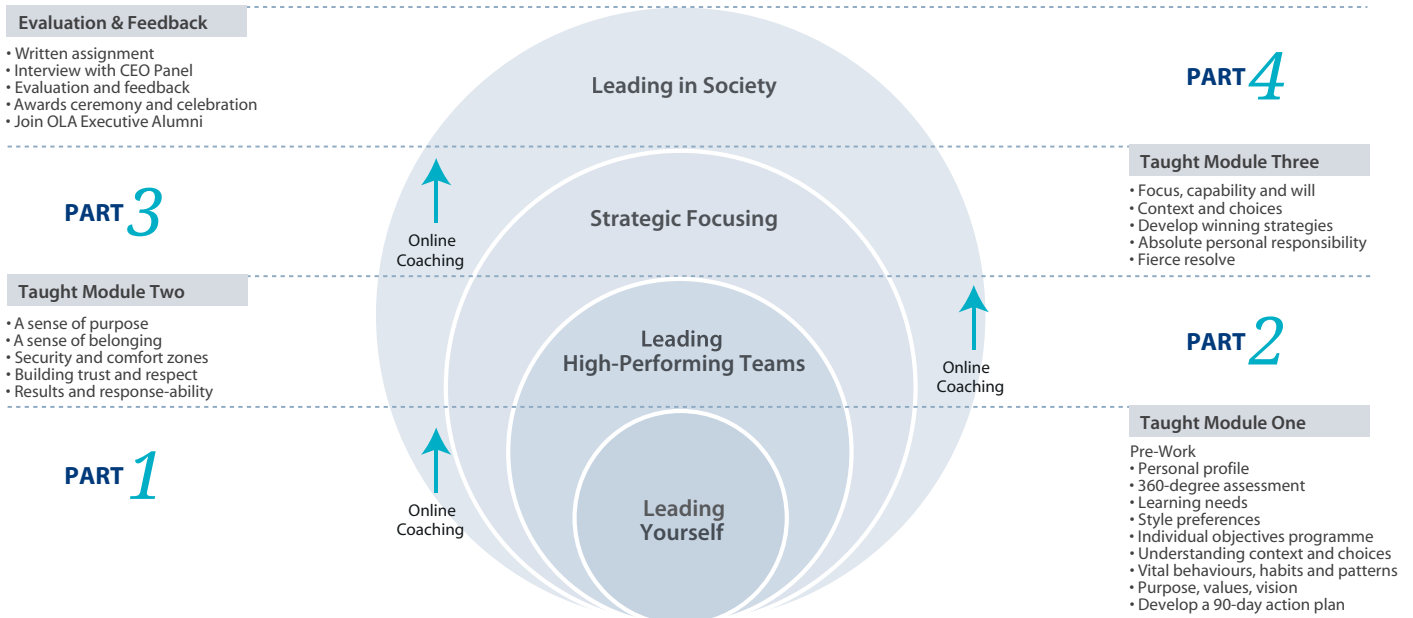
Module 3

Strategic Focusing®

What's the one critical issue, which if you could 'nail' it, would have the biggest, most positive impact on performance and results? In the Strategic Focusing module you will use a real-life situation to learn how to align and concentrate your attention on the few things that will create the greatest breakthrough. This is a 'think-and-do' module. Learn how to develop new strategies and drive execution in complex and rapidly changing environments.

Oxford Leadership OLDP Leadership Model

Copyright © Oxford Leadership



The benefits of OLDP

- Lead at the highest levels of complexity and ambiguity
- Make good choices by seeing the whole picture
- Learn the power of being the detached observer in order to focus and act
- Master the art of presence, intention and decisiveness
- Learn how to develop winning strategies and execute them with fierce resolve

Lead yourself, lead your team, lead your organisation and contribute to building a better world.



Take Destiny by the Scruff of the Neck... and Lead

Life is shaped by habits, environment, fate and luck...

...but, for some people, there comes a time to take destiny by the scruff of the neck, and lead. These people see the whole picture. They know where they'd like to go, and who they'd like to go there with. They know their weaknesses, and leverage their strengths. They clarify their purpose. They clarify what they will stand for, and what they won't. They make bold choices and tough decisions. They align their team. They engage people. They devolve authority. They focus everyone's attention. They concentrate their resources.

Each individual accepts absolute personal responsibility for the results. They are resilient, agile and courageous. Together, they create breakthroughs. They execute, with fierce resolve. It's within your power to create the life you want. You can become a great leader.

The Oxford Leadership™ Development Programme can include:

- Leadership profile and 360-degree assessment
- 3 modules over 9-12 months
- Individual on-line coaching
- Blended learning
- A written assignment
- Evaluation by C-suite executives

Oxford Leadership MASTER Model of Leadership

Copyright © Oxford Leadership

Developing...	Through...	In order to...
Alignment	MEANING M	Provide a sense of purpose and direction
Engagement	AFFILIATION A	Develop a sense of belonging and inclusion
	SECURITY S	Support risk-taking outside the comfort zone
	TRUST T	Develop high levels of trust and mutual respect
	ENERGY E	Develop fierce resolve and commitment
Accountability	RESULTS R	Develop absolute personal responsibility

“I've been through many leadership programmes before, but none has had the same impact as OLDP on my approach to life and work. It has definitely changed me as a leader.”

Santiago Gowland

Vice President, Brand & Social Responsibility, Unilever

“Leadership is a potent combination of strategy and character, but if you ever have to be without one, be without the strategy.”

General H. Norman
Schwarzkopf

For further information:
Go to www.oxfordleadership.com
or contact Global Headquarters

Oxford Leadership™ is a global leadership consultancy specialising in the people and cultural side of organisational transformation in very large enterprises.

We have over 215 partners, consultants and coaches in 28 countries throughout Europe, Latin America, Asia and the Middle East.

We are C-suite consultants and facilitators, coaches and mentors.

We transform leaders, align teams and create fierce resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change.

Our leadership development programmes have over 300,000 executive alumni. Our programmes have been part of the core curriculum in many of the world's most prestigious corporate universities.

Our methodologies are based on experience gained from supporting more than 100 corporate turnarounds and performance acceleration assignments in FTSE 100 and Fortune 500 companies.

GLOBAL
LEADERSHIP
CONSULTANTS

oxfordleadership.com

Oxford Leadership

Oxford Centre for Innovation
New Road, Oxford OX1 1BY
UK

+44 (0) 1865 261430
enquiries@oxfordleadership.com

 **OXFORD**LEADERSHIP