

FOR MID TO SENIOR LEADERS

# The Advanced Collaborative Leadership Programme

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A unique, evidence-based and practical collaborative leadership development programme to tackle today's complex and fast-changing challenges and help you and your organisation succeed



**WIG**

The Whitehall & Industry Group  
connecting the sectors

# Why is now the time to develop advanced capabilities in collaborative leadership?

Collaboration across boundaries and sectors is increasingly becoming core to our expectations of what emerging great future leaders will excel at.

**Fiona Ryland**

Government  
Chief People Officer

Traditional frames for leadership are struggling to address the challenges of our age. As leaders, you are dealing with complex, interconnected issues at an accelerating pace and in a volatile context, with information overload. There is need for a reset and a refocus – this is the age of collaboration; the future of the planet depends upon it.

More broadly, the ability to collaborate is increasingly important as we recognise our inter-dependencies and the need to support each other to make the progress we all need. This applies to both our organisational challenges in local landscapes as well as to global social and environmental challenges.

At WIG, we believe that no one sector has the answer to society's biggest problems and the need to support each other through cross-sector collaboration is key to achieving personal, organisational, and societal progress. It is increasingly important that leaders understand the imperative for collaboration and how to develop the mindsets, values, and behaviours required to develop highly successful multi-stakeholder partnerships.

What did WIG members think about cross-sector collaboration?

**90%**

agreed that collaboration with sectors outside of their own is important to achieve desired outcomes for their organisation

**55%**

felt they didn't have the development or training to collaborate effectively

Survey of 250 public, private, NFP and higher education members.

# Benefits for you, your organisation and beyond

The Advanced Collaborative Leadership Programme will deepen your leadership and organisational abilities to work across boundaries sectors and cultures to convene multiple stakeholders aligned around one purpose and enable you to thrive and drive progress in building such alliances and partnerships.



## For you:

- Experience a memorable collaborative learning journey that will have measurable impact on your personal development and leadership success.
- Gain a deep understanding of collaborative leadership in practice and its impact on organisational and social outcomes.
- Learn latest research on the neuroscience of collaboration, how to cultivate and nurture a collaboration mindset and strengthen your understanding of wise leadership in complexity.
- Develop and model personal collaborative leadership skills – influence, trust, culture-building, fostering inclusivity, recognising and working with power dynamics, navigating and mediating conflict.
- Access post programme impact assessment and support.
- Become a member of WIG's growing cross-sector alumni community.

## For your organisation:

### An energised, collaborative leader who will:

- Join a cross-sectoral leadership community with a collective commitment to collaborate that can benefit people and planet and impact the bottom line.
- Make progress on an issue requiring cross-sector collaboration in your context, drawing on cross-sector peer support through the programme.
- Increase overall confidence and capability as a collaborative leader; fully prepared to empower others in your team, your wider organisational system and beyond, to collaborate effectively across the sectors.
- Gain a deep understanding of wise collaborative leadership in real life and understood the importance of reciprocity in building thriving stakeholder ecosystems.



# Who is the programme for?

**Opportunities for building new ecosystems and the imperative to collaborate has never been greater to give organisations and sectors access to complementary capabilities.**

The Advanced Collaborative Leadership Programme is for all leaders across different functions and sectors operating at mid and senior levels and seeking to achieve personal, team and organisational aspirations through their collaborative leadership practice.

## This programme is for you if you:

- Are a mid to senior leader from any sector who believes in the importance of achieving greater success through collaboration and a shared understanding of the velocity of change. You see collaboration as a core organisational capability offering us opportunities that will grow prosperity and bring benefits to society as a whole if we work together.
- Work as a Senior Civil Servant where developing collaborative mindset and capabilities is vital, and you need to deepen understanding across the sectors to solve public policy challenges.
- Are a policymaker and want to develop “outsight” from academia, non-profits as well as the corporate sector to improve strategy and decision-making in tackling the big issues facing society.
- Work in the corporate sector where the potential business impact from government and regulatory intervention is significant. You need to collaborate effectively with government and other external cross-sector stakeholders as part of a more systemic approach to your ESG goals. You know that collaboration is essential to add societal value as well as through realising innovation potential to contribute to the bottom line.
- Are a not-for-profit leader, already adopting a cross-sector ecosystem strategy, and want to develop this further through improved stakeholder/partnership working.

# Programme overview

With a diverse cohort of 20–25 participant leaders from across the sectors, you will be part of a high-calibre group who will share experiences, support and learning with each other.

To maximise the impact of the learning experience, we have structured the programme across four high-impact face-to-face, residential modules as well as a one-day experiential visit to see collaboration in practice. The programme takes place over seven months.

The programme fees are set at:  
£6,000 + VAT for WIG members  
£6,700 + VAT for non-members

## The Advanced Collaborative Leadership Programme – overview

Mindset	Exemplars	Conditions	Challenges	Impact
'From I to we'	'Looking deeper'	'Enabling collaborative action'	'Working with difficulties'	'What a difference we made'
MODULE 1	VISIT	MODULE 2	MODULE 3	MODULE 4
1.5 day session (afternoon, dinner, following day)	1 day session	1.5 day session (afternoon, dinner, following day)	1.5 day session (afternoon, dinner, following day)	1.5 day session (afternoon, dinner, following day)
<ul style="list-style-type: none"><li>Sets the foundations for our exploration of collaborative leadership, placing this in the complex ecosystems we work in and the issues we face.</li><li>Invites reflection on our individual stance for collaboration, making use of the latest neuroscience.</li><li>Sets the personal and collective ambition of the programmes' learning community.</li></ul>	<ul style="list-style-type: none"><li>Explores a place-based, multi-stakeholder collaboration in action.</li><li>Offers a deep dive into the waters of complex collaboration.</li></ul>	<ul style="list-style-type: none"><li>Brings a practical focus to key aspects of collaboration.</li><li>Explores how leaders foster inclusivity and learning across diverse groups and sectors, whilst working towards delivery of tangible goals and outcomes.</li><li>Equips leaders with skills and practices for trust-building and influence.</li></ul>	<ul style="list-style-type: none"><li>Focuses on recognising that collaboration can be difficult and what can get in the way, including cultures and power dynamics.</li><li>Explores how to lead when things go wrong.</li><li>Builds a leadership spirit of acceptance, and tolerance rather than blame – and a stance of openness, curiosity and learning.</li></ul>	<ul style="list-style-type: none"><li>Reflects on all we have learned about wise and collaborative leadership and how we intend to carry this forward.</li><li>Brings a focus to the impact of collaboration and the opportunities which ripple outward from a collaborative leadership stance.</li></ul>
Play: Leadership		Play: Trust	Play: Culture & Power	Play: Learning

# Our teaching approach

**At the heart of all our programmes, WIG's leadership development framework focusing on connection and collaboration underpins our values and approach to leadership and learning.**

We believe that there is no single universal best way to conduct collaboration.

Our programme takes a focus on thematic (non-technical) aspects such as leadership, trust, culture, power and learning. We offer an immersive, practical and applied programme to enable cross-sector leaders to fulfil their collaborative potential. It combines the latest thinking on collaborative leadership

with practical work to embed collaborative behaviours and refine new enduring leadership capabilities.

Our fundamental aim is to enable leaders to move from talking about collaboration to becoming empowered to lead collaboration in action for the benefit of themselves, their teams, their organisational systems and society beyond.



## The programme includes all the following elements:

- Teaching, facilitation and practice with highly experienced WIG facilitators, leadership specialists and practitioners.
- Residential accommodation on two of the modules with dinners and speaker Q&A sessions.
- Expert and inspirational guest speakers and educators telling their collaborative leadership stories and offering personal recommendations and learning to participants.
- Showcasing recent innovative case studies in the collaborative space.
- Deep-dive into a live multi-stakeholder collaboration and seeing the impact in place.
- Membership to the leadership programme as well as the wider WIG Alumni programme and network.

# About WIG: leadership development across the sectors

**We are experts in cross-sector collaborative leadership.**

Over the 40 years of our life as a not-for-profit, WIG has been working collaboratively with public, private and not-for-profit organisations, helping leaders to gain tri-sector insight that enriches their personal and organisational performance and considers the triple bottom line. This is what makes WIG's leadership

development programmes different: a unique focus on cross-sector peer learning in a facilitated safe space brings true diversity of ideas, encourages curiosity, openness and innovation and helps individuals and organisations to find inspiration and fresh ideas from others.



## ABOUT US

Since partnering with the Blavatnik School of Government, University of Oxford, to release the [Collaboration Playbook](#) in Autumn 2023, we have been distilling our collaborative experience and expertise to create a modular, evidence-based Advanced Collaborative Leadership Programme that offers leaders the maximum development potential relevant for our times.

**Every year, we provide leadership development interventions to over 250 cross-sector leaders. Our programmes are led by highly experienced leadership specialists who consistently receive excellent feedback on the quality of their facilitation, coaching and delivery.**



## Dr Jane Gaukroger

### Programme Director and Lead Facilitator

Jane has spent over 30 years supporting leaders and organisations through change in complexity. With WIG she is focussed on cross-sectoral leadership programmes which build a spirit of connection and inquiry directed to developing wise leadership. She brings a wealth of development experience working across sectors, learning from similarity and difference and facilitating progress towards shared goals. In this she also draws on her personal leadership experience in global consultancies, as a university governor and with a climate action charity.

She holds a PhD in organisational wisdom, is an EMCC accredited coach and Fellow of the Chartered Institute of Personnel and Development. She is a writer, researcher and speaker on organisational wisdom working collaboratively with others in the field including the Center for Practical Wisdom at the University of Chicago.



## Cathy Butler

### Programme Director and Head of Leadership

Cathy is a leadership and talent specialist and highly regarded coach, programme, and client director. With over 25 years' global programme and project experience, Cathy works with executives, their teams and organisations to navigate ambiguity and thrive on innovation and collaboration to achieve fulfilment and impact for their organisations and society as a whole. Cathy is Head of Leadership at The Whitehall & Industry Group, designing and delivering collaborative cross-sector leadership programmes for all stages of the leadership life-cycle.

Cathy spent over 16 years working in different global leadership development roles at the University of Cambridge, at the Business School and the Møller Institute, Churchill College. Before that, she worked in a variety of business development roles in organisations spanning the private, not-for-profit and public sectors.

Cathy holds an MA, an MBA and has completed an Advanced Diploma in Transformational Coaching for EMCC accreditation. She is a trained teacher and is also certified to deliver several leadership psychometric tools.

This is your time to make a difference as a collaborative leader.

The WIG Advanced Collaborative Leadership Programme offers leaders a fusion of practical and innovative leadership development to tackle today's complex and far-reaching challenges.

We will equip leaders to realise an ambitious agenda for a better future that we are responsible for creating. We place a clear focus on the importance of leadership to achieve the best collaboration possible across the sectors to make a tangible difference on better policymaking and decision-making, leading to a better societal impact.

WIG, as a membership organisation with a high calibre membership of over 240 organisations from across business, government, and the not-for-profit sector, will continue to act as a catalyst in delivering this

ambitious agenda. No one sector has a monopoly on wisdom when it comes to tackling the social, economic, technological and environmental challenges we face. It is impossible to imagine a government which will not need to lean on the leadership expertise and resources from across other sectors to deliver change. That's why WIG's mission to champion cross-sector collaboration is as relevant as ever as the engine of change for the common good.

**Dr Neil Bentley-Gockmann OBE,**  
Chief Executive Officer, The Whitehall & Industry Group



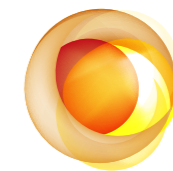
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Chief Executive Officer

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**Better Business, Better Government, Better Society**