

# Leading with purpose

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Choosing the right support for your leadership journey










“ Great and lasting impact is delivered by leaders that collaborate, leaders that span boundaries.

Fiona Ryland, Government Chief People Officer

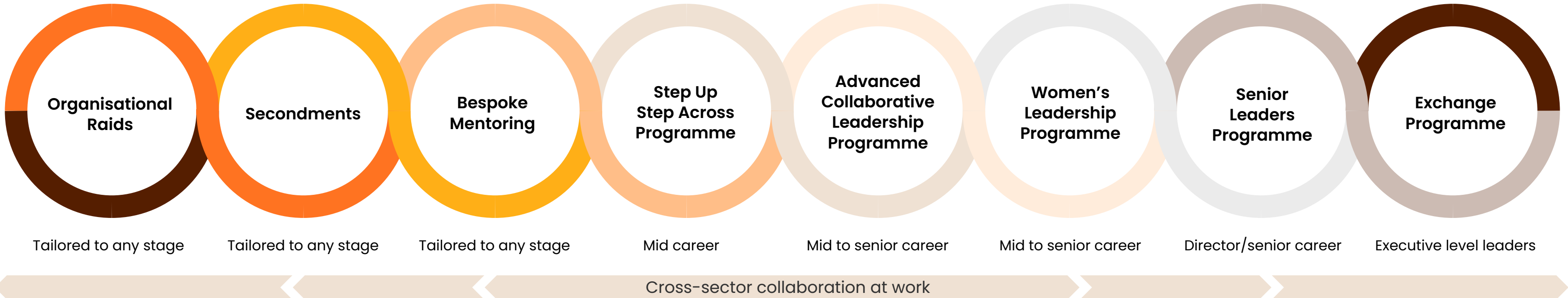
# Enabling leaders to meet the demands of a changing world

In today’s fast-paced world, leaders are under immense pressure as they face complex and interconnected challenges that no single sector can tackle alone. They are expected to confidently collaborate across sectors to navigate shared challenges, manage workforce transformation, and drive meaningful impact. At WIG, we work with leaders across government, business, the public sector, not-for-profit organisations, and higher education to identify, develop, and strengthen these essential collaborative and forward-thinking leadership capabilities, **resulting in bold and purposeful leadership.**

## We do this through three key approaches:

 Strategic dialogue	 Leadership programmes	 Evidencing best practice
We provide opportunities for real, insightful conversations on the emerging policy issues shaping our future in a safe, trusted environment.	We help leaders enhance their collaborative mindset, skill set, and networks to confidently navigate across sectors.	We focus on benchmarking best practices so that leaders can learn from one another and apply those lessons to drive meaningful impact.
<b>Via:</b> Briefings, roundtables, webinars, CEO-Permanent Secretary dialogue, content and reports.	<b>Via:</b> Leadership development programmes, secondments, mentoring, NED and Trustee placements.	<b>Via:</b> Leadership series and case studies, international benchmarking reports, special events, best practice in action organisational raids.

# WIG’s cross-sector leadership programmes address all stages of the leadership journey



Designed for the leaders of today and tomorrow—from the board and C-suite to early-career—our leadership development programmes help develop outward-facing and forward-thinking leaders who stay ahead, think beyond their sector and drive lasting impact. With short, flexible, and hands-on modules spread over several months, our leadership programmes are designed to fit seamlessly into even the busiest schedules.

“Experiencing a company with a completely different set-up and ethos to my own was eye-opening. I feel inspired to take back some of what I learnt and make positive changes to my team.

Fiona Pelly, Raid participant to Octopus Energy, Crown Prosecution Service (CPS)

**What sets WIG apart, sets you ahead**

**Expand your perspective**  
Gain fresh insights from peers across diverse sectors and challenge conventional thinking.

**Elevate your leadership**  
Take practical actions to hone your leadership style, make strategic decisions and expand your influence.

**Lead with purpose**  
Develop the mindset and skillset to collaborate confidently – both across sectors and within your organisation – driving meaningful change at every level.

**Learn from other sectors**  
Experience first-hand how different industries tackle common challenges and opportunities, identifying what works and what doesn't.

**Build lasting networks**  
Forge powerful, cross-sector networks that support your leadership journey.

# Our cross-sector leadership programmes

Programme	About the programme	Who is it for?	Dates & deadline	Member fees
<u>Exchange Programme</u>	<p>Developed in partnership with the Cabinet Office, our unique, co-created Exchange Programme brings together senior leaders from the public, private, higher education and not-for-profit sectors to foster cross-sector learning, challenge perspectives, and collaborate on real-world leadership challenges – driving productivity, growth, and meaningful impact.</p> <p><b>Note:</b> All sessions in-person.</p>	<p>C-Suite and Director General (SCS3)</p> <p>16–24 delegates</p>	<p>February 2026 – November 2026</p> <ul style="list-style-type: none"><li>Module 1: 24–25 February 2026</li><li>Module 2: 28–29 April 2026</li><li>Module 3: 29–30 June 2026</li><li>Module 4: 16–17 September 2026</li><li>Module 5: 20–21 October 2026</li><li>Module 6: 23–24 November 2026</li></ul> <p>Application deadline: 30 September. Accepting applications now.</p>	£7,999+VAT*
<u>Senior Leadership Programme</u>	<p>An experiential six-month programme designed to challenge, inspire, and develop director-level leaders as they transition from expert to leader of experts. Participants gain fresh perspectives on real-world leadership challenges while learning alongside peers from diverse sectors.</p> <p><b>Note:</b> All sessions in-person.</p>	<p>Director (C-Suite –1 &amp; C-Suite –2, and SCS2)</p> <p>16–24 delegates</p>	<p>Autumn cohort 2025: November 2025 – May 2026</p> <ul style="list-style-type: none"><li>Module 1: 5–6 November 2025</li><li>Module 2: 4 December 2025</li><li>Module 3: 15 January 2026</li><li>Module 4: 26 February 2026</li><li>Module 5: 26 March 2026</li><li>Module 6: 13–14 May 2026</li></ul> <p>Early application deadline: 14 July. Final application deadline (if spaces remain): 15 September. Accepting applications now.</p>	£7,799+VAT*
<u>Women’s Leadership Programme</u>	<p>A hands-on transformative six-month programme designed to equip mid-senior career women leaders to step out of their comfort zones, master their collaborative leadership capabilities and solve real-world leadership challenges alongside a dynamic group of talented, inspiring women leaders from diverse sectors.</p> <p><b>Note:</b> Mix of in-person and online sessions.</p>	<p>Deputy Directors and Directors (C-Suite –2 &amp; C-Suite –3, and SCS1 &amp; SCS2)</p> <p>16–24 delegates</p>	<p>Autumn cohort 2025: October 2025 – March 2026</p> <ul style="list-style-type: none"><li>Module 1: 14–15 October 2025</li><li>Module 2: 6 November 2025</li><li>Module 3: 4 December 2025</li><li>Module 4: 15 January 2026</li><li>Module 5: 5 February 2026</li><li>Module 6: 12 March 2026</li></ul> <p>Early application deadline: 14 July. Final application deadline (if spaces remain): 15 September. Accepting applications now.</p>	£6,699+VAT*

\* If your organisation is part of the Government Campus framework, the prices quoted above will vary slightly. Please check the fees on the Government Campus Portal.

Programme	About the programme	Who is it for?	Dates & deadline	Member fees
<b><u>Advanced Collaborative Leadership programme</u></b>	<p>A new seven-month programme offering leaders a unique blend of evidence-based and practical collaborative leadership development to tackle today’s complex and rapidly changing challenges. The programme is based on the latest theory and offers measurable outcomes that support leaders in resetting and refreshing their leadership skills, bringing about transformative change in their organisation.</p> <p><b>Note:</b> All sessions in-person.</p>	<p>Deputy Directors and Directors (C-Suite –2 &amp; C-Suite –3, and SCS1 &amp; SCS2)</p> <p>20–25 delegates</p>	<p>Autumn cohort 2025: November 2025 – March 2026</p> <ul style="list-style-type: none"> <li>Module 1: 25–26 November 2025</li> <li>Module 2: 21–22 January 2026</li> <li>Module 3: 26 February 2026</li> <li>Module 4: 24–25 March 2026</li> </ul> <p>Early application deadline: 14 July. Final application deadline (if spaces remain): 15 September. Accepting applications now.</p>	£6,899+VAT*
<b><u>Step Up Step Across Programme</u></b>	<p>An aspirational programme for mid-career professionals seeking to advance their leadership journey, it equips leaders with the confidence, resilience, and practical leadership skills necessary to navigate complexity, drive team performance, and lead with impact.</p> <p><b>Note:</b> All sessions in-person.</p>	<p>Leaders with more than 10 years of work experience (Grades 6-7)</p> <p>20–24 delegates</p>	<p>Autumn cohort 2025: November 2025 – April 2026</p> <ul style="list-style-type: none"> <li>Onboarding session: 6 November 2025</li> <li>Module 1: 2–3 December 2025</li> <li>Module 2: 14–15 January 2026</li> <li>Module 3: 29–30 April 2026</li> </ul> <p>Early application deadline: 14 July. Final application deadline (if spaces remain): 15 September. Accepting applications now.</p>	£5,899+VAT*
<b><u>Bespoke Mentoring Programme</u></b>	<p>A one year tailored mentoring programme designed to empower both senior and future leaders to excel by gaining fresh, external perspectives from experienced mentors from different sectors, helping them tackle complex challenges with confidence and clarity.</p> <p>The programme is also integrated into leadership development strategies for organisations, supporting high-performing employees to grow into future leaders.</p> <p><b>Note:</b> Option for in-person or virtual.</p>	<p>Junior to Director level (Grades AO – SCS2)</p>	<p>The programme is delivered throughout the year.</p> <p>No deadline or application window.</p>	£2,500+VAT* per match, with a 10% discount on cohorts of 10 or more.
<b><u>Secondments</u></b>	<p>Secondments provide a valuable opportunity to bridge skill gaps, promote knowledge transfer, and foster stronger cross-sector relationships with the government.</p> <p>We work with clients on an ad-hoc basis, either filling a vacancy, facilitating a reciprocal (two-way) exchange, or working with multiple candidates on a project.</p>	<p>Senior Manager to Director level (Grades 6 &amp; 7 to SCS1 &amp; SCS2)</p>	<p>Secondments are arranged on an ad hoc basis throughout the year.</p> <p>We are always open to discussing how secondments can benefit your organisation – please don't hesitate to get in touch if you're interested.</p>	Ranging from £5,000 – £7,000+VAT*, subject to terms
<b><u>Organisational Raids</u></b>	<p>Our organisational raids are carefully curated full-day (or two half-day) visits for a group of leaders from one of our member organisations to another from a different sector. This experiential programme allows leaders to witness best practice in action by stepping into a different sector and gaining actionable insights and lasting networks to drive meaningful impact within their organisations and beyond.</p> <p><b>Note:</b> Option for in-person or virtual.</p>	<p>Groups of 12–20 leaders at any stage of their leadership journey</p>	<p>Organisational raids are arranged on an ad hoc basis throughout the year, based on the specific needs and availability of both the host and participant organisations.</p> <p>Please don't hesitate to get in touch if you're interested in exploring opportunities to participate in or host a raid.</p>	<p>£8,000 to £15,000 +VAT for up to 20 participants (subject to the host's capacity)</p> <p><b>Note:</b> The fees for virtual raids may be lower.</p>

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# Get in touch

We are always happy to discuss how we can support your team in their leadership journey. We offer online drop-in sessions for our members to learn more about our leadership programmes. Register via our [events](#) website or contact the leadership team at [leadership@wig.co.uk](mailto:leadership@wig.co.uk) for more details.



“ The strength of WIG Leadership Programmes is the ability to produce deep learning within a cross-sector environment. The cross-fertilisation of experience informs leadership careers and personal impact in ways we need to rely on increasingly.

Jane Eckford, previously Customer Experience Consultant, BT



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