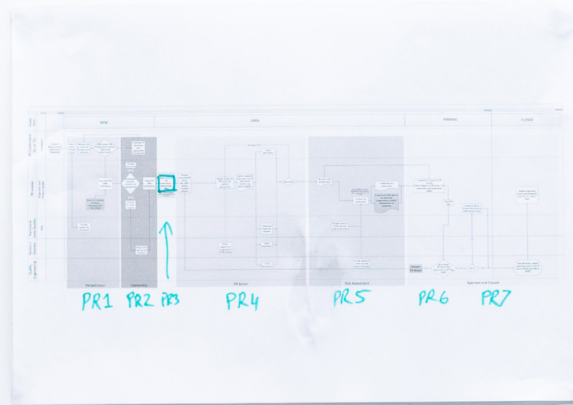


# Next Generation Leadership Programme

The resilience of any organisation is supported by deliberate succession planning and strategic development of the next generation of senior managers, key leaders and potential directors.



# Leadership is an ongoing journey where learning and applying new skills and behaviours, and changing old for new, takes time and effort.

The viability and future resilience of any organisation is supported by deliberate succession planning.

Strategic business momentum requires investment in the development of the next generation of senior managers, key leaders and potential directors.

---

First introduced by Acorn in 1998, the **Next Generation Leadership Programme** has evolved over subsequent years and is recognised as a proven approach which supports the development of your future leaders.

---

Delivered to cohorts of up to a maximum of twelve participants over a 2-year period, the Next Generation Leadership Programme has consistently delivered positive outcomes for individuals and their organisation.

We believe this programme presents an opportunity to accelerate participants' development as a senior leader, underpinned by a foundation of high self-awareness and clarity of one's strengths and key areas of development.

Participation in the Next Generation Leadership Programme enables a greater understanding of the challenges an individual may face in their future leadership roles, and provides proven techniques and approaches to managing organisational change.

## PROGRAMME INTENTIONS

- To develop potential key senior leaders or directors of the future.
- To develop key leaders who are capable of productively leading internal resources and positively influencing external stakeholders to ensure delivery of the organisation's strategic intent.
- To enable individuals and the organisation to ascertain where career/leadership/ personal aspirations and capability sit.
- To create a company wide network of leaders with shared vision and clarity of future direction.

**"despite 30% of companies recognising the importance of succession planning, fewer than one in ten UK businesses have succession planning fully integrated into their strategy"**

Azets Barometer, January 2024





## PROGRAMME ELEMENTS

A blended approach to development is implemented which consists of:

- 360° feedback based on the company's capabilities and values.
- 3-way development review meetings with participant, line manager and Acorn coach.
- Identification and agreement on leadership development goals.
- A launch event consisting of context setting, discussion of programme and workshops.
- A series of one-day workshops. To ensure relevance, the content for each workshop will be determined by the themes emerging from the coaching and three-way meetings.
- One-to-one leadership coaching focused on supporting and challenging participants, to maximise strengths, identify and work on development needs and to transfer development into the workplace.
- Action learning: a group meeting process, focused on developing group and individual problem solving, directly working to build and implement company initiatives.
- A final celebration with a personal presentation by each participant to illustrate the learning and development that has occurred in regards to leadership and understanding business improvement.

## TIME COMMITMENT

The Next Generation Leadership Programme takes place over a two year period, which gives participants time to practice and apply key leadership skills and behaviours, and proven approaches for getting the best performance from teams and individuals.

With short, regular inputs, the momentum of the programme is maintained and the lessons learnt are constantly reinforced and applied, without participants needing to take large amounts of time away from the business.

## PROGRAMME LOCATION

With a combination of virtual and face-to-face learning, the Next Generation Leadership Programme can be delivered in-house at your business premises or at a venue nearby.

We recommend that workshops are face-to-face and off-site as this helps to build a supportive environment where delegates can learn from each other without distractions.

## CASE STUDY:

NSG are a large SME whose business activities are focused on supporting the UK's nuclear industry with advanced engineering, decommissioning and waste management solutions.

Since 2021, Acorn's Next Generation Leadership Programme has supported NSG's exponential growth from a £15m to a £70m business.

From the initial cohort, two programme participants have subsequently been promoted to the senior leadership team and a further four have become directors.

The Acorn Next Generation Leadership Programme is currently supporting the third cohort of NSG's future leaders who will continue to build on past successes and enable sustainable future growth for the organisation.



[www.nsgltd.com](http://www.nsgltd.com)

From SMEs to PLCs, across diverse industry sectors and multi-disciplinary joint ventures, Acorn help organisations succeed through their people and teams.

To find out more about us and the Next Generation Leadership Programme, email [mail@acorncoaching.com](mailto:mail@acorncoaching.com) or call us on **01539 741 511**

# ACORN

COACHING & DEVELOPMENT

Wildman House  
127 Highgate  
Kendal LA9 4EN

+44 (0) 1539 741 511  
[mail@acorncoaching.com](mailto:mail@acorncoaching.com)  
[www.acorncoaching.com](http://www.acorncoaching.com)

 [acorn-coaching-development](https://www.linkedin.com/company/acorn-coaching-development)

Registered in England & Wales, No 03037180