

The Navigator Programme

Information pack 2024

The Navigator Programme is a leadership development programme that consists of five modules delivered over three months (c.50 hours of contact time).

The content is delivered through live interactive **Zoom** workshops that minimise the impact on your schedule, your carbon footprint, and your budget, whilst optimising access to leadership peer engagement and high quality content.

Each Navigator Programme is limited to six spaces, ensuring that you can fully participate, contribute, and feel connected to the cohort sharing the leadership journey with you.

Equipping leaders and
teams to perform at
their **brilliant best.**

Why is the Navigator Programme important for you now?

The mission of 'your navigator' is to equip leaders to be their brilliant best. Your organisation, your team and, to be honest, your loved ones, need you to be a great leader right now. You are more capable than you realise. It is time to reset, recharge, and realise your potential. With a bit of learning, encouragement and practice in a safe environment you will see your confidence grow and your ability to step up to leadership achieved.

Leaders are faced with uncertainty in the post Covid, Climate Emergency, Cost of Living Crisis, war in Europe age that we live in. Leaders must deal with contexts where there is relentless change, trauma, grief, anxiety, mental health, low confidence and more... and they will need to come up with the answers to 'where do we go from here?' You need a navigator to guide you and **The Navigator Programme** gives you a map to show you the way.

Who is the Navigator Programme for?

Typical attendees on the Navigator Programme are mid-career, have experience of management and have the ambition and potential to move into significant leadership roles. Organisations who have sponsored people onto the Navigator Programme include: Skanska, Ogilvy, Wolseley, Avon & Somerset Constabulary, Avon Fire & Rescue Service, MCS, Environment Agency, London South Bank University, and more.

What is in the Navigator Programme and how is it delivered?

Module 1: Mission

At the beginning of the Navigator Programme we set out why leadership is important, what key qualities are required to be effective as a leader and explore your personal 'mission' as you embark on your leadership journey. There is also a session on communication skills that will, through one-to-one tuition, equip you with your personal status toolkit.

Outcome = clarity of purpose for your mission as leader.

3 x morning sessions (12 hours)

“ The most thought provoking and mind changing opening of a course I have been on to date. ” **ROB**



Module 2: Make Capacity

The sense-making module of the Navigator Programme uses diagnostic tools, an EI psychometric and various models to explore what 'data' you have available to you and why it is essential that leaders know how to be data literate.

Through the emotional intelligence (EQ) sessions you will discover what is really going on for you as a leader, how to make yourself more resilient as a person and take steps to develop your EQ so that you can stay focused on what is most important in your leadership journey.

You will be offered a one-to-one personal coaching session to improve key aspects of your performance that may arise in the module.

Outcome = ability to make capacity.

3 x morning sessions (12 hours)

“I’ve been really thinking about how my emotions are leading my performance, it’s something I’ve never even considered before and it’s become extremely useful already.” **MARK**



Module 3: Think Differently

“Managers fear change, leaders make change.”

As we journey through unprecedented times we need to be able to think differently about how we lead. Module 3 introduces the **I.D.E.A.** mnemonic and through the medium of **LEGO®** materials we get you to think differently about your leadership and your business. **I.D.E.A.** is a hands-on, minds-on creative learning process that produces a deeper, more meaningful understanding of your leadership and presents real solutions to live challenges that you are facing. Navigator Programme delegates consistently feedback how surprised they are at how impactful (and fun) the **Think Differently** module is.

Outcome = to think differently about solutions.

1 x all day session (7 hours)

“The Eureka moment happened for me when I was in the breakout room. All of a sudden what I had created in LEGO® became a representation of my organisation and the more I review it the more I can see its application.” **EDWARD**

Module 4: Empower Others

The **Deliver** phase of the Navigator Programme equips leaders with the philosophy and three essential skills that will allow them to deliver through others with improved engagement, commitment and performance.

For **your navigator**, this is where leadership is at, preparing you to lead in a world that needs to be more connected, inclusive and collaborative.

Outcome = empower others towards the mission.

3 x morning sessions (12 hours)

“ This module had the biggest impact on me – I often used to bang my head against a wall wondering what I was doing wrong, this was a real ‘aha’ moment for me. Using all the learning from this module is already having such a different impact on my team. ” **ZOE**

Module 5: Assessment

The leadership journey never really ends; after all, life is a journey, not a destination. In **Module 5** we use a powerful method that utilises the collective power of the group to assess how well you are ‘mission accomplished’ whilst also providing challenge, encouragement and support for your onward journey.

Outcome = celebrate success, build confidence, what next?

1 x all day session (7 hours)

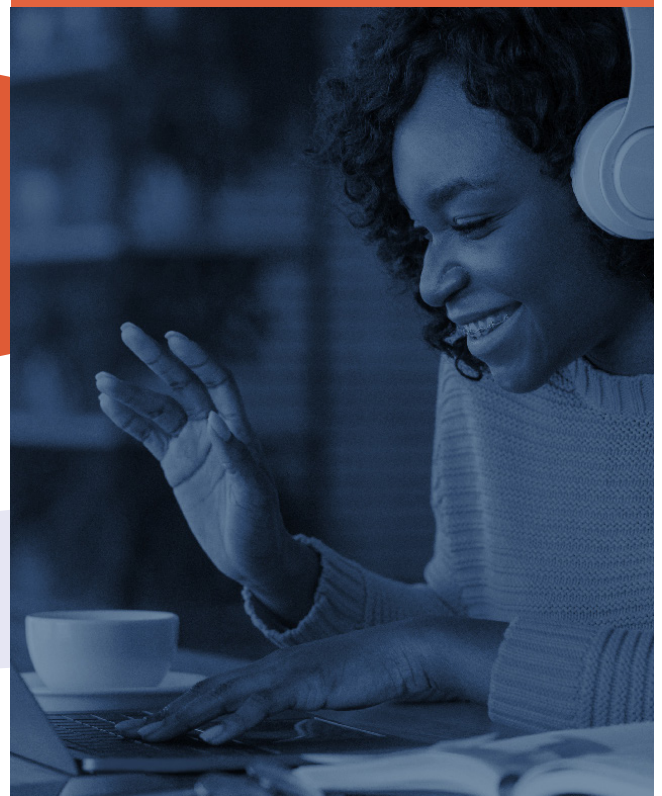
“ This was a great and structured way to finish the course, building a clear view of the next steps forward. ”

Why do the Navigator Programme?

Beyond the modules

In addition to the scheduled elements of the Navigator Programme the other benefits you will enjoy include:

- Journeying with a group of leadership peers from different organisations
- Quickly establishing rapport and sharing perspectives and experiences
- One-to-one resilience development with a psychologist
- One-to-one coaching with a Professional Certified Coach (ICF)
- A suite of materials to support ongoing application of learnings
- Opportunities to address live challenges and issues from your context
- Knowledge, ideas exchange and support from a leadership peer group
- Sharing learnings through module assignments and WhatsApp exchanges
- Guidance and support for the next step on your leadership journey



Who will deliver the Navigator Programme

A team of four specialist facilitators is led by **your navigator, Richard Cartlidge.**

Richard is a leadership development specialist and former Royal Air Force Navigator who flew Chinook Helicopters and led operational missions in Bosnia, Kosovo and Afghanistan. He also trained mission commanders for operational duty. Richard knows what is required from leadership. He has transferred his considerable military experience and academic studies of leadership (including an MRes in Leadership Studies at Exeter University) and applied them to the corporate space. For over 20 years Richard has worked with individuals, teams and organisations delivering leadership development solutions and equipping leaders to be resilient, confident and able to work through uncertainty.

How much does it cost and where do I sign up?

To book your place, please contact: richard@yournavigator.co.uk who will send you an agreement form to sign and details for payment.

Programme places cost £3,750 + VAT per delegate.

When is the Navigator Programme running in 2024?

See overleaf for our 2024 programme dates.

“ Rich was a great facilitator throughout and helped put the team at ease but at the same time challenged us and supported us. I really enjoyed the programme. ”



The Navigator Programme 2024

Programme dates

NP17

Module 1

Monday 8th – Wednesday 10th January
0900-1300

Module 2

Monday 22nd – Wednesday 24th January
0900-1300

Module 3

Wednesday 14th February
0900-1300 and 1330-1730

Module 4

Monday 4th – Wednesday 6th March
0900-1300

Module 5

Thursday 28th March
0900-1500

NP18

Module 1

Wednesday 8th – Friday 10th May
0900-1300

Module 2

Wednesday 22nd – Friday 24th May
0900-1300

Module 3

Tuesday 11th June
0900-1300 and 1330-1730

Module 4

Wednesday 3rd – Friday 5th July
0900-1300

Module 5

Friday 26th July
0900-1500

NP19

Module 1

Wednesday 9th – Friday 11th October
0900-1300

Module 2

Monday 21st – Wednesday 23rd October
0900-1300

Module 3

Tuesday 12th November
0900-1300 and 1330-1730

Module 4

Monday 2nd – Wednesday 4th December
0900-1300

Module 5

Thursday 9th January 2025
0900-1500

“ Rich, I have to say I am loving the course, I knew I was ready for a transition and this course is confirming that! ”

LOUISE