

Leadership Forum

WHAT IS A LEADERSHIP FORUM?

The meetings structure in an organisation is usually based on departmental teams. Typically the 'top team' will have meetings as a group and then individually have meetings with their next tier managers along functional lines. The whole group of senior managers may, if they are lucky, meet together once a year at a conference. A Leadership Forum brings this entire group together on a regular basis. This provides the opportunity to do work as a whole team and ensures a consistent approach to running the organisation.

WHO ATTENDS?

- 'The boss' - Managing Director or Chief Executive
 - All direct reports to the boss
 - All their direct reports
 - Any other leaders of large teams or key organisational players
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THE THINKING BEHIND & PURPOSE OF A LEADERSHIP FORUM

- Leadership Forum gives the Chief Executive direct access and vice versa to a level they would not normally have.
- Leadership Forum is an opportunity to ensure alignment of an organisation's leaders - it brings together all leaders in one large group so that everybody hears and develops one message and approach.
- Leadership Forum is a structural way of living the message of inter-departmental working.
- Leadership Forum is not about departmental presentations, nor is it a roadshow - it should be a participative way to steer and lead on key issues for the organisation.
- Leadership Forum should be integrated into the corporate planning process - it is an opportunity for the whole population of leaders to make their input to, review and develop organisational strategy.
- Leadership Forum is an opportunity to brief in and obtain feedback on key developments and projects.
- Leadership Forum can provide the first stage of the organisational team brief.
- Leadership Forum can be used to do 'real work' on key projects.

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FREQUENCY

- Suggested frequency is every three or four months.
 - There is an option for an annual overnight meeting as part of the programme.
 - Additional meetings can be held for major issues or events.
 - Duration can be from half-a-day to a whole day depending on what needs to be done.
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THE ROLE OF THE UIC

The UIC has extensive experience of setting up and running Leadership Forum in a wide variety of organisations, both big and small.

Firstly we sit down with the leader of the organisation to identify current issues and priorities and then plan the structure of the day. We design each session and suggest suitable tools and techniques. On the day itself, we will facilitate, working closely with the leader. Afterwards, we'll sit down again and review the day.