



International Navigator (Scotland) 2010

This is Common Purpose's leadership course for those (usually) in the first 8-15 years of their career, high-potential individuals tipped as 'people to watch' in their organisations or as leaders in their communities - the 'movers and shakers' of tomorrow.

The participants come from a wide variety of organisations and companies from all sectors across Scotland.

This course is experiential learning investigating broad traits of leadership: Change; Courage; Passion; Resonance & Communication; Humility; Integrity; and Influencing. Visiting different places, meeting and talking with a variety of leaders from all sectors and types and sizes of organisations, grappling with real-time, real-life organisational and business challenges, connecting with people they wouldn't normally get the chance to meet, and working on personal leadership development through small learning groups.

What's the benefit?

Participants can expect to enhance their abilities in relation to:

- negotiating and influencing
- multi-disciplinary team-working
- holistic problem solving
- solution-based reasoning
- engaging with diversity.

The result? Participants are better able to:

- spot opportunities for their own organisations and communities by identifying transferable ideas and good practices
- build and use a diverse network of peers
- get an unparalleled view of the world they inhabit
- learn how to communicate better with customers, stakeholders and society at large.

Participants will spend half of the course working in local groups, and in the other half of the course the local groups will come together. Participants in Scotland will also have the opportunity to connect with our Navigator groups in England, India, and Wales.



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This results in high potential managers who are able to significantly raise their game as potential leaders, both within their own organisations and in society as a whole.

Participants spend around 50 hours (6 days equivalent) together between April and June. Mix of large and small group activities, and meeting senior leaders who operate in and across Scotland and beyond. Leaders who will share their stories about the challenges and successes of their leadership journey and experiences.

Why 'International'?

Over the same time period, the course runs simultaneously in Scotland, England, India and Wales. Groups and individuals will be connected throughout to share and compare what happens in their countries and their organisations.

The course will require participants to operate in three modes:

Personally as a leader

What skills do they have? What do they need to develop? How do they react when challenged intellectually or professionally? Emotionally?

As part of your organisation

Where does their organisation fit into the systems and structures locally and nationally? How does that inform their strategy? Are there new partnerships to be pursued?

As a citizen

Where are the gaps? What excites them? What contribution can they make as an active citizen? Are there skills that would be of benefit to the wider community? What role do they want to be playing in their organisation and community five or ten years from now?

What does the 2010 Course look like?

Core Course Days – these are the days when all the participants in Scotland come together:

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|-------------------------------|------------------------------|------------------------------------|
| • Power and Leadership | 20th April | Location: Aberdeen |
| • Courage and Risk | 25th May | Location: London |
| • Resonance | 22nd June | Location: Tulliallan Castle |

Core Day One: The participants will learn about leadership through the lens of power and influence while building their capacity to take control of their personal learning.

Core Day Two: Participants gain better understanding of what it leadership in International contexts, how it feels leading change and how a leader needs to build their courage and self-awareness.

Core Day Three: Participants continue to develop their ability to communicate their passion to others when galvanising support and building coalitions.

Local ‘Raids’ - Real ‘tough nut’ business and organisational challenges. Participants put their collective heads together to respond to the challenge: what would you do? What you do differently?

- Managing change in multiple stakeholder environments
- Practice leading and receiving feedback from peers and senior leaders

Raids are a foray into the “world” of different leaders. They are an opportunity to bring back a new, broader perspective on how other organisations and sectors really operate – and what you can learn from them. They are also a chance to investigate what it takes to make change happen in different settings. **Participants select a minimum of 2 from the 4 Raids on offer.**

Last year’s ‘Raids’ included HMP Barlinnie (Glasgow), Cornerstone Care (Aberdeen), INEOS (Grangemouth), and Oracle Corporation (Edinburgh).

Learning Forums – Three x 3 hour sessions giving participants the opportunity to have their personal leadership challenges and development considered in depth by a diverse group of peers from across the sectors. Participants also gain Creative & Keynote Leadership Insights from senior, external contributors. **Participants attend the 3 Forums in their local area.**

Common Purpose Navigator in Scotland

Net.connect and international

With the world getting smaller as technology brings us all closer, participants are challenged to interact with international audiences in new ways. Using the Internet participants are asked to tap into the global CPIN (Common Purpose International Navigator) community to exchange information, talk about challenges, explore commonalities and celebrate difference. These on-line forums challenge participants to open the doors of their community and workplaces to individuals from multiple cultures and to find ways to solve local challenges with international solutions. They will continue after the course finishes.

Quests

Getting access to the unexpected, the “behind-the-scenes”, the new, is not easy. Yet step-changes rarely occur from applying ‘more of the same’ solutions. Quests are all about gaining inspiration and bringing back something new. To become a more outward-facing leader, it is necessary to step outside a familiar location and be immersed in the context of a different place.

Set either elsewhere in the UK or internationally, Quests give participants the opportunity to see a problem from a new angle and to view their approach to leadership from a broader context. Find out how leaders in other locations are dealing with their challenges: What would transfer to your setting? What would you do differently?

Please note: On Quests and Course days, all costs for accommodation and travel to and from the location will be borne by participants. These costs are in addition to course fees.

What do Common Purpose Navigator graduates say?

“Fantastic course. Truly one of the highest calibre leadership courses of its kind.”

Ross Mackay, Scottish Institute for Enterprise

“Reconfirmed my belief in the importance of networks and stressed for me the value of leading your business and community life in a way true to yourself.”

Liz Scott, Highland and Islands Enterprise

“Face my fears and challenges as doing nothing is often a bigger risk than taking that risk. You should never stop learning or growing.”

Jillian McGregor, Scottish Enterprise

“The course really opened my eyes to what is going on around me.”

Martin Towns, BP

Common Purpose Navigator in Scotland

"The Navigator course challenged my perceptions of society and my role in it. It made me think about some issues I faced at work and introduced me to a group of peers from a variety of backgrounds who either shared similar issues or could offer a fresh perspective on them. Above all, the course gave me the confidence to question the status quo and change the things I could see needed to be managed differently, specifically in relation to how my team at work manage resourcing, client expectations and achieve a sensible work-life balance."

Jo Marples, Associate, Arup plc.

DATES FOR INTERNATIONAL NAVIGATOR (SCOTLAND) 2010

When	What	Where
Tuesday April 20th	Core Day 1 – 'Power – I am a Leader'	Aberdeen
Thursday 29 th April	Aberdeen & Mid-Scotland based participants Learning Forum (1)	
Tuesday 4 th May	Raid 1	Mid Scotland
Thursday 6 th May	Edinburgh/East based participants Learning Forum (1)	
Monday 10 th May	Glasgow/West based participants Learning Forum (1)	
Tuesday 11 th May	Aberdeen & Mid-Scotland based participants Learning Forum (2)	
Monday 17 th May	Edinburgh/East based participants Learning Forum (2)	
Tuesday 20 th May	Raid 2	Glasgow
Tuesday 25 th May	Core Day 2 – 'Courage – I can lead change'	London
Tuesday 1st June	Glasgow/West based participants Learning Forum (2)	
Monday June 7th	Aberdeen & Mid-Scotland based participants Learning Forum (3)	
Tuesday 8 th June	Raid 3	Edinburgh
Thursday 17 th June	Edinburgh/East based participants Learning Forum (3)	
Monday 14 th June	Glasgow/West based participants Learning Forum (3)	
Tuesday 15 th June	Raid 4	Aberdeen
Tuesday 22 nd June	Core Day 3 (Final) – 'Resonance – I can lead'	Tulliallan Castle, Kincardine

Common Purpose Navigator in Scotland

Applications

We will be recruiting a participant group of around 30 people from large and small organisations and companies, across the private, public, and not-for-profit/voluntary sectors in Scotland.

Due to the flexible nature of the course, we are able to take more than one application from individual organisations, providing applicants' job roles and experience are different and add to the diversity mix within the whole participant group.

Applications will be considered by the Scotland Director and the Common Purpose International Navigator (Scotland) Advisory Group, against criteria set out in the application form. Applicants will then be notified if they have been accepted on to the course.

Therefore the earlier your application form is received, the better your chance of being accepted. The standard fee is £3,500+ VAT for 2010.

As always, there are reduced fees and bursary-supported fees available for some types of organisations – please ask. Ability to pay full fees is not a barrier to participation.

If you have any questions about the Course, the application process or fees please contact:

*Connie Young Scotland Director
Patricia Devine Senior Programme Manager*

Tel: 0141 341 3355

Common Purpose Navigator in Scotland

How to apply

<p>We are delighted that you are considering applying for the Common Purpose International Navigator (Scotland) Course.</p> <p>The fee is £3,500 + VAT (which includes a copy of <i>Beyond Authority: Leadership in a Changing World</i> by Common Purpose founder Julia Middleton). Ability to pay the full fee is not part of the selection criteria and some part-fee places will be available.</p> <p>The closing date for applications is 19th March 2010. This course can become oversubscribed, so we strongly urge you to apply as soon as possible.</p> <p>Please complete an application and equal opportunities form online at:</p> <p>http://www.commonpurpose.org.uk/courses/early-career/international-navigator</p> <p>(or go to www.commonpurpose.org.uk and choose “Courses”, “Apply for a Course”, “International Navigator”, then “Common Purpose Navigator Scotland 2010”).</p> <p>The equal opportunities form will load automatically for your completion once you have entered all the required information in the application form above.</p> <p>We value diversity on our courses and positively encourage applications from all sections of the community. This form is not considered in the selection process – but is designed to assist us in monitoring our commitment to diversity.</p> <p>Applicants are considered according to their:</p> <ul style="list-style-type: none">• current responsibilities and experience• likely contribution to the perspective and dynamics of the group	<p>2010 Advisory Group</p> <p>Steve Harris Communications Manager UK Shell EP Europe</p> <p>Gerry Docherty Former MD of Real Time Engineering Ltd, current non-executive Chairman of New Media Partners</p> <p>George Heron Scotland Business Manager BT</p> <p>Ian Fyfe HR Director Ineos</p>
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Common Purpose Navigator in Scotland

Past participants

Dawn Schultz
Marketing Officer
Aberdeen City Council

Naheed Asghar-Hussain
Development & Information Officer
Glasgow Anti Racist Alliance

Beverley Kirk
Consultant
Great Circle Communications Ltd

Shaun McQuade
Police Constable
Fife Constabulary

Michelle Livingstone
Operations Director
JHL Communications Ltd

Carol Ann Dalziel
Sub Officer
Grampian Fire and Rescue Service

Cameron Phillip
Development Manager
BAA Glasgow Airport Ltd

Audrey Carlin
Planning Manager
Clydebank Rebuilt Ltd

Jamie Mallan
Development Officer (Youth Engagement)
Community Support Services Easterhouse Partnership

Neil McMonagle
Project Finance Manager
Grant Thornton

Martin Towns
Reservoir Engineer
BP

Paul Gorman
Youth Arts Manager
Impact Arts

Chris Proctor
Management Accountant
Scottish Power

Bernard McPhee
Team Manager
Homeloan Management Ltd

Steven Hutcheon
Senior Development Manager
Highlands and Islands Enterprise

Graham Ellis
Consultant Physician
Monklands Hospital

Organisations involved in Common Purpose include*:

Aberdeen Foyer

Lloyds TSB Scotland

BT Scotland

Glasgow City Council

Homeloan Management

NHS Greater Glasgow & Clyde

Diageo

Aberdeen Asset Management

City of Edinburgh Council

Scottish Enterprise

Royal Bank of Scotland

Rolls Royce Plc

biscuitmedia

Robert Gordons College

Marriott Hotel

Scottish Parliament

Lothian & Borders Police

Rydens

Scottish Chambers of Commerce

Scottish Executive

Aberdeen Friends of the Earth

Aberdeen Council of Voluntary Organisations

Grampian Police

Phoenix Car Company

BP

Positive Action in Housing

Shell UK

Strathclyde Police

CCA (Centre for Contemporary Arts)

Fife Constabulary

BBC Scotland

Thorpe Molloy

BskyB

Scottish Refugee Council

Babcock

G1 Group

SECC

Impact Arts

Previous speakers

Willie Haughey
Executive Chairman
City Refrigeration Holdings

Elish Angiolini
Lord Advocate for Scotland
The Crown Office

Susan Rice
Chief Executive
Lloyds TSB Scotland

George Reid
Presiding Officer
Scottish Parliament

Peter Grieve
Head of Economics
Shell UK Exploration & Production

Monica Wilde
Operations Director
Gleneagles of Edinburgh

Mel Young
Social Entrepreneur and Co-Founder
The Big Issue in Scotland

Bill McKinlay
Governor
HMP Barlinnie

Willy Roe
Chair & Director
Rocket Science UK Ltd

Joyce McMillan
Journalist and Convenor
Scottish Civic Forum

Paul Grice
Chief Executive
Scottish Parliament

Douglas Paterson
Chief Executive
Aberdeen City Council

John McGuire
Managing Director
Phoenix Car Company

Nicola Sturgeon MSP
Scottish Parliament

Michael Howell
Chief Executive
tie limited

Geoff Ellis
CEO
DF Concerts

Claire Mundell
Principal
Synchronicity Films Ltd

**This is a representative list and does not include all the organisations that kindly support Common Purpose*