

Cavendish Henley



Senior Leader Programme

Level 7 Apprenticeship Level 7 CMI Certificate
(Level 7 CMI Diploma optional)



What is it?

Have you always seen yourself as not just a good leader, but an exceptional one? In our experience, the best leaders are always learning. Wherever you are in your leadership journey, the Cavendish Henley Senior Leadership Programme is for you. Designed to develop the leaders of tomorrow, this programme focuses on the practical application of leadership skills with the aim of elevating your existing knowledge, taking your leadership capabilities to the next level.

As part of a group of like-minded collaborators, you'll explore the traits and behaviours that the most effective senior leaders in modern business cite as

instrumental to their success. You'll then use this research and analysis to produce practical outputs that transform your understanding into improved personal and organisational performance.

At Cavendish Henley, our focus is on delivering high quality learning that makes a tangible difference to the organisation and the individual. This is an apprenticeship programme, so you'll spend 20% of your time in work-based learning, developing your knowledge and skills to achieve the apprenticeship. Please note that there will be a small additional cost for CMI certification at the end of the programme.



Ready to find out more? Let's go.

Who's it for?

If you're in a leadership or senior leadership role, this programme is for you. It's that simple! We want leaders and future leaders: people who think about their role and are always pushing forward. We're more interested in aspiration and energy than formal training or an academic approach because we value output over everything else. If you can put real leadership into practice and want to find out the difference between good and great, we believe this programme will add huge value to your professional career.

What will I explore?

- Culture and governance.
- Innovation and change.
- Strategy and vision.
- Opportunity and risk.
- Resources and relationships.
- Performance and operations.
- Transformation and improvement.
- People and development.

What does it involve?

This is an inclusive programme that aims to create great leaders rather than those who simply talk about leadership. As a result, the focus is less about coursework, and more about challenging you to consider what it means to lead an organisation, department or team – and how you can apply this knowledge in the pressure of the real world. Together with your collaborators, you'll form a self-managed investigative group drawing on each other's experience, using research and analytic techniques to create powerful and unique insights into successful leadership.

To carry out your research you'll have access to the Chartered Management Institute (CMI) database, online resources produced by leading university business schools, and scientific literature relating to corporate leadership.

What qualification will I get?

Your assessment outcome will result in dual certification by the Institute for Apprenticeships and Technical Education and the Chartered Management Institute (CMI), the UK's professional body for leaders and managers. The programme is at Level 7 and the qualifications are equivalent to a Master's Degree.

Programme Timeline

Onboarding and Induction

- One month introduction to the programme, your colleagues and the working methods.

The Investigative Phase

- 18 months (80 weeks) consisting of eight 10-week blocks for in-depth exploration of the senior leader role.
- Each block is divided into smaller work packets which individual group members are responsible for.
- You will spend 7.5 hours per week on the investigation.

The Results

- Results will be shared and examined by the whole group at regular 2-week intervals.

The Assessment

- Takes place during a 4 month window after the end of the Investigative Phase.
- You'll build a portfolio of your experience, insights and conclusions throughout the programme which will be used for assessment at the end of the 18-month period of investigation.
- You will also produce and present a project brief and take part in a professional discussion with your assessor.

Who will run it?



Simon Shaw

Simon has worked in learning and development for the whole of his career, starting in the early 1980s when he set up a business development agency in one of England's rapidly growing new towns. After that he moved into a senior role with a publishing company specialising in vocational education and skills development, where he helped to launch the new Modern Apprenticeships.

As an independent consultant he joined the team which developed quality standards and set up the first inspectorate for work-based learning, now part of Ofsted. Having led international research projects on learning technology during the 1990s, he continued to work extensively in Europe, Russia and the Middle East during the first decade of this century, advising governments on education and training policy. Here in the UK he worked with large blue-chip companies, helping them to develop and implement effective skills programmes. After a period advising a large training provider on apprenticeships and pre-employment, he led the organisation through a major restructure and change of ownership.

Simon now runs leadership and management development programmes for Cavendish Henley, including apprenticeships for the University of Greenwich and the National Oceanography Centre. These programmes, which are for senior leaders, operations and departmental managers and team leaders, are accredited by the UK's leading professional body the Chartered Management Institute (CMI).

Simon has a degree and MA in English from Oxford University. He has been a Fellow of the RSA and a member of various groups and committees advising on vocational education and training policy.



Nick O'Sullivan MBE

Nick, a PRINCE 2 and ITIL qualified Chartered Member of the CMI, developed his leadership and management credentials as an officer in the Royal Marines. He spent four years working as part of the Special Forces Group and deployed to Afghanistan twice. He achieved a top ten percent finish at staff college despite the 10 week early arrival of his first child. He killed two birds with one stone by reading his newly arrived daughter military doctrine while she was in her incubator to ensure he remained on course to pass his exams. He went on to earn an MBE in 2015 by designing and delivering a large scale overseas event with the Royal Dutch and United States Marine Corps.

Throughout his career he was responsible for building and leading high performance teams working in high intensity operations, often across cultural boundaries, geographic separation and always with multiple stakeholders. He played a key role in the organisational design of the key elements within UK Defence.

Since leaving the Royal Marines, and still passionate about using what he has learned to deliver the best outcomes for others, he applies his leadership and management experience to help business leaders develop their own capabilities and those of their businesses. He has held a Non-Executive role in an educational trust and continues to work with and support business owners in identifying the key challenges and priorities they face to achieve their goals. Nick's strength is a focus on a tangible and practical output rather than learning for learnings sake.

When not doing that he helps those he works with stay on track to achieve their personal goals by working as a fully qualified financial planner.

And finally... why should I do it?



Because you want to learn from the most successful business leaders in the UK today.



Because you want to challenge yourself to elevate your leadership skills and deepen your understanding of what makes a great leader.



Because becoming an exceptional leader is in your future.



But don't just take our word for it...



Cavendish Henley

Results from previous programmes:

- 37 completions with a 100% success rate.
- 30 distinctions, 6 merits, 1 pass.
- 8 internal promotions.

Current clients:

- National Oceanography Centre (NOC).
- University of Greenwich.
- Strategic Development Network (SDN).
- One of Us.

“Our Leadership and Management Apprenticeship Programme, delivered by Cavendish Henley, has created a new community of Leaders who can maintain and grow the business.”

Senior Leader

“Working with people in our business who I would not normally have interacted with, creating great friendships and networks for sharing best practice. I really enjoyed the coaching sessions, and I also found that this cohort had good engagement. This most definitely helped during lockdown when moving to online workshops, and we kept up our communications by having our own Teams site for tips, links, learning tools, encouragement, and general chat.”

Level 5 Operational and Departmental Manager apprentice

“I value the development of skills and approaches that I didn’t even realise I could or should develop. I now feel better prepared to manage conflict and change and be a better asset to my organisation.”

Level 5 Operational and Departmental Manager apprentice

“Being able to learn on the job was brilliant - otherwise I just would not have found the time.”

Level 5 Operational and Departmental Manager apprentice

“It’s been an absolute honour to see the learners go through their journeys. The impact of the programme not only on themselves, but on the team around them is incredible. The delivery team have been brilliant in enabling the learners to succeed and without them the successes wouldn’t be there. I’m looking forward to working together again in the future.”

Leadership Development Business Partner

But that's not all...

There are other programmes available through Cavendish Henley too.

Level 3:

- Level 3 Team Leader and Supervisor Apprenticeship (including CMI Certificate with option of CMI Diploma).
- Pathways Programme - Level 3 Prepare to Lead a Team (CMI Award).

Level 5:

- Level 5 Operations Departmental Manager Apprenticeship (including CMI Certificate with option of CMI Diploma).
- Pathways Programme - Level 5 Get Ready To Lead (CMI Award).

Level 7:

- Level 7 Senior Leader (including CMI Certificate with option of CMI Diploma).

Bespoke Training solutions:

- Book a free consultation with one of our experts.

Coaching services:

- Free 30 minute consultation/chemistry check sessions available.

Contact us for more information

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