



Your trusted global

skills partner

Evolving workforces for over 145 years

Leadership Development Stories

16th July 2025

#CityAndGuilds #SkillsConnect

Meet our skills specialists

Our skills experts work with large organisations to identify end to end workforce development needs that will maximise productivity and organisational growth



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Agenda



Welcome & Introduction

The Leadership Landscape – Paula Gibson

Leadership Development Stories – Our Panel

Panel Q&A

Reflections and Close

The Leadership Landscape

Leadership Is Evolving—Are We Ready?

- Only **36%** of leadership programmes are future-ready
- Gen Z is stepping into leadership roles
- Outdated models cannot meet today's demands
- Leaders face pressure in 3 key areas
 - ❑ Hybrid teams & global economic uncertainty
 - ❑ Tech disruption & AI
 - ❑ Rising expectations for Empathy & Inclusion

Leadership isn't just about execution—it's about transformation.

Rethinking Leadership Development

According to some recent research by the Harvard Business Review, over half of senior leaders say their organisations **cannot build the right skills**. That's driving a shift—toward development that's tailored, inclusive, and grounded in real-world impact.

- Adaptive learning for diverse needs
- Leaders to be Bias Aware
- Greater **Empathy driven leadership**
- 360 feedback and accessible format
- AI powered journeys and real time feedback

Behaviour change—not just knowledge

Building Leaders Who Shape the Future

Many CEOs still question the ROI

Budgets are shrinking, global economic challenges; And most training isn't applied on the job. To shift the dial, experts say we need clear metrics, smarter technology, and leadership that's integrated into daily work—not just an event.

- Embedded, daily learning
- Culture of continuous feedback
- Leadership aligned with business goals = **12 x stronger results**

The future demands:

- Emotional intelligence is rising to the top, while AI reshapes the role of leaders—not replacing them, but requiring sharper judgment, adaptability, and purpose. They call for braver conversations, higher engagement, and a bold pivot to transformational leadership.

It's about empowering people—not just managing processes

City & Guilds – your trusted global skills partner



A global leader in *skills development*

Collaborating with Governments, employers and training organisations, globally

For 145 years, we've worked with people, organisations and economies to help them identify and develop the skills they need to thrive.

City & Guilds, is your trusted partner in delivering world-class, future-proof skills for success in the ever-changing job market. As experts in skills-based and vocational training, we aim to close the skills gap, drive employability, and foster economic growth by developing confident, agile, and work-ready professionals.

City & Guilds

Impact Report 2024



£15.3
billion

City & Guilds courses in the UK contributed approximately £15.3bn to society.

£2.6
million

£2.6m Social value has been created through City & Guilds 'Displaced People Fund'.

13,454

13,454 green skills certifications – 38% increase on last year.

91%

52 employers received a Royal Princess Training Award with 93% reporting an increase in wellbeing and engagement in the workplace due to investment in L&D.

91%

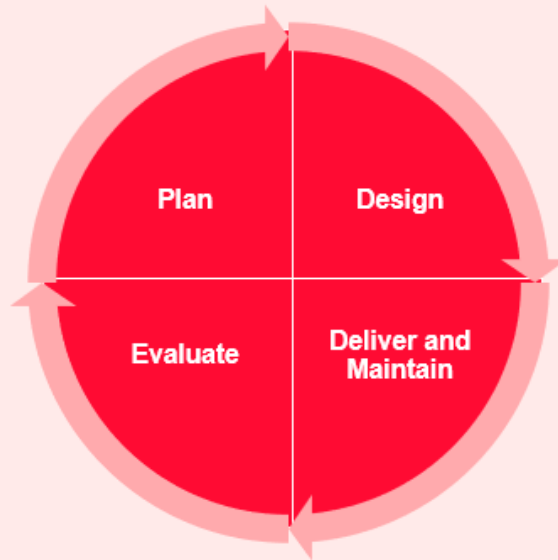
91% of employers receiving a Royal Princess Training Award report an increased ability to demonstrate the value of skills to their organisations social value.

83%

83% of apprentices surveyed reported self-declared as employed in a relevant sector within three months.

A complete global solution to achieve *skills excellence*

Creating skills excellence and supporting skills migration



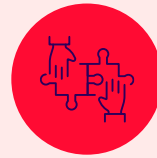
Training and skills benchmarking

Overarching association with City & Guilds



Dual branded certification

Supporting skills migration



Training and skills content development

Designing and developing learning content



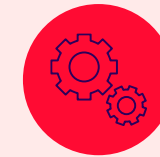
Skills consultancy

Trusted consultancy from a team of City & Guilds experts



Global accreditation

Recognising skills



Skills frameworks

City & Guilds skills modules

Challenges employers *face*

Without good employee training companies risk a lack of engagement, trouble with retaining employees, problems with compliance and reduced productivity and efficiency as well as other obstacles to developing future leaders and managers within the company

There are many common challenges that affect employers:



Low employee engagement



Poor productivity



High competition in the sector



Staff retention



Consistency of skills and customer experience



Our partnerships *in action*

Machinery Safety
for Maintenance
Technicians

Field Service Engineer
Technical Training

5 Core:
Manager Essentials

Limitless Leadership
Programme

Training General
Manager Programme

LEAP
Leadership in Practice

The Royal Mint
Management
Framework



Introduction to The Oxford Group

The Oxford Group



We believe leadership matters...

As *leaders*, what we choose to focus on and how we show up day-to-day shapes organisations and the employee experience

Whether in-person, virtual, or blended, we design and deliver *engaging and transformational development solutions*

What we do

Management Capability

Learning journeys to build or refresh management skills – enhancing performance and engagement in your organisation

Bespoke learning journeys

Range of in-person and virtual skills workshops

Impact

High intensity toolkit for managers

5 Conversations

Transforming trust, engagement and performance

Talent Management

Talent solutions aligned to your strategic goals and critical talent needs – now and for the future

Talent strategy consulting

Bespoke development programmes

Diagnostics, psychometrics and feedback tools

Development centres

Transformational Leadership

Explore and apply new ways of thinking and being to realise leadership potential and transform your business

Bespoke programmes

Emotional Capital Programme

The advanced evolution of emotional intelligence

Neglected Acts of Leadership

Three critical themes for effective leadership rediscovered

Coaching

A range of one-to-one and team coaching solutions tailored to maximise personal and business results

Executive coaching

Team coaching

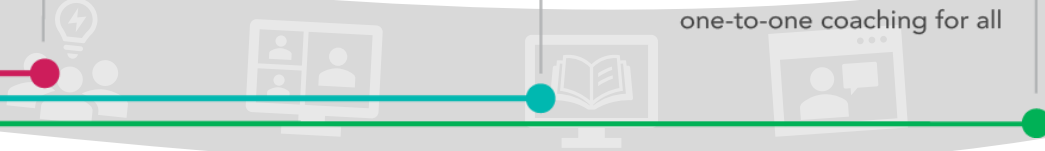
Senior management coaching

Accelerate

Virtual coaching – impactful, scalable and cost-effective one-to-one coaching for all



BLENDER LEARNING



Design and delivery of transformational learning solutions across four areas of expertise

Leadership Development Stories - our panel

Our Panel



JD
Group

Daniel Brooks

People Development Lead



Sperrymarine

Michaela Beauchamp

Head of Learning & Development

Our leadership story

Daniel Brooks



The Problem

Dispersed Workforce

Low leadership capability

**Technical experts not
leaders**

**High turnover &
disengagement**



The Outcome



Stepping Up

Introduction to leadership, building an understanding of leadership as soon as potential is spotted.



Leadership Development Programme

Standardised leadership approaches, capabilities, frameworks. ILM assured.



North Star

Experiential learning, created bespoke, hand in hand with our partners at RedSky to create experiential learning.



Leadership Labs

Learning on the job, ALS, peer networks, colleague-led and powered by leaders across the organisation.

LEADERSHIP DEVELOPMENT

Michaela Beauchamp

Head of Learning & Development at Sperry Marine

July 2025



Our Vision & Mission



Vision

“To develop high potential leaders across different levels of the business, to support retention and succession using experiential and accessible learning tools.”



Mission

- Discover individual aspirations/goals and hold career discussions about readiness: Strengthen, Stretch, or Move?
- Identify cohort of high potential leaders suitable for development and progression at this point of time
- Enhance the skills, abilities and confidence of our people, fostering a culture of continuous improvement and high performance
- Build a pipeline of capable leaders to fill senior positions and drive organizational success

The Process



How will you make sure the group stay motivated and continue to use what they have learnt, once the programme has ended?

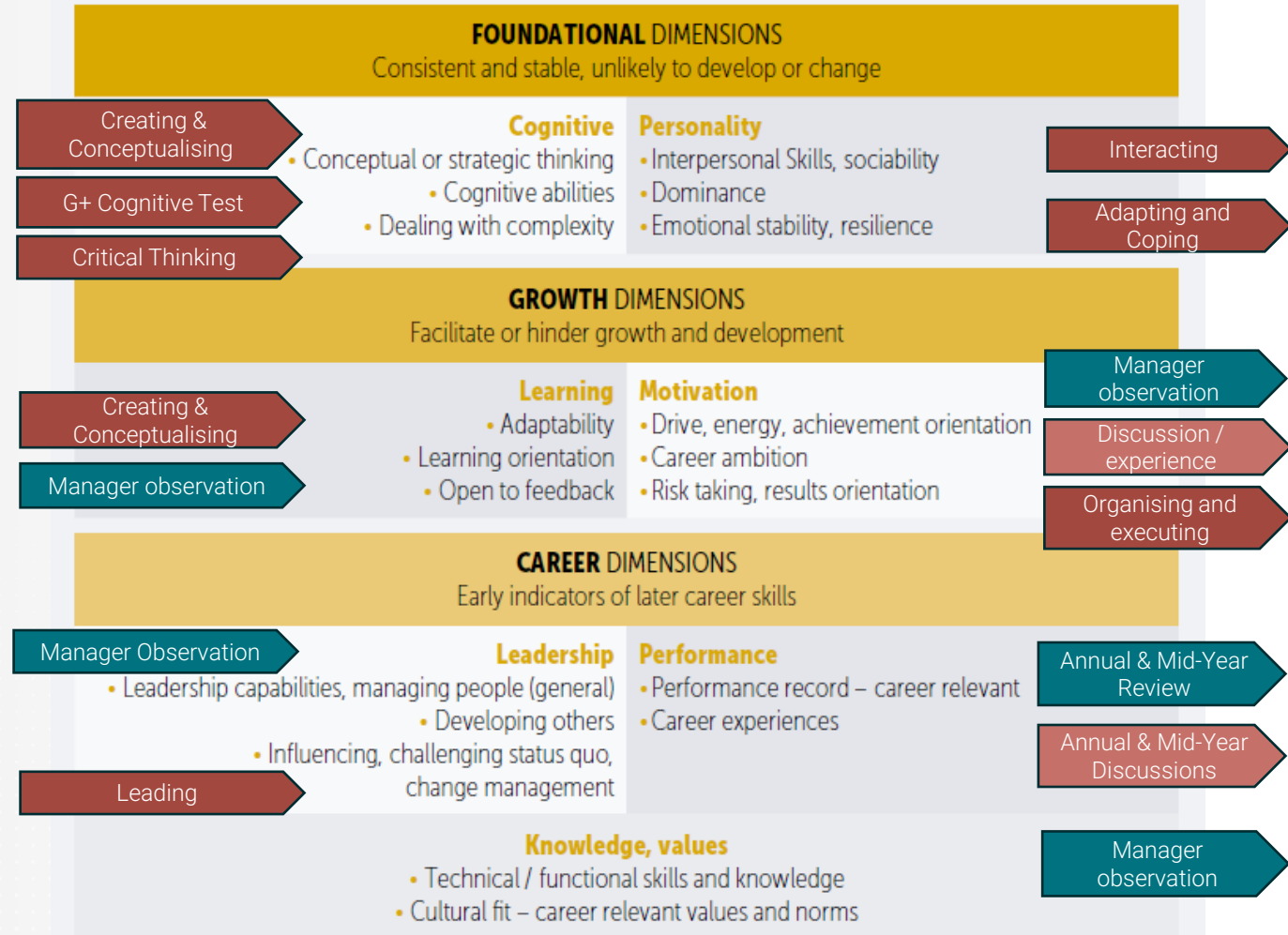
IDENTIFYING CANDIDATES

WHAT IS 'HIGH POTENTIAL'?

"High potentials **consistently and significantly outperform** their peer groups in a variety of settings and circumstances. While achieving these superior levels of performance, they exhibit behaviours that reflect their companies **culture and values** in an exemplary manner.

Moreover, they show a strong **capacity to grow and succeed** throughout their careers within an organization – more quickly and effectively than their peer groups do"

Integrated Model of Potential showing core components and examples of specific assessments



Key:

Unlocking Potential Assessment

Observation

Discussion

Questions for the Panel

Join our *employer community*



Monthly Insights Newsletter

Policy announcements

Upcoming events

Skills insights



Upcoming Events

10th September (online) - Reclaiming Leadership: Time to pause, reflect and reset [Meeting Registration – Zoom](#)

Monthly L&D Community Events to follow
– sign up to get notified



Podcast Series

Voice for Skills - Employers

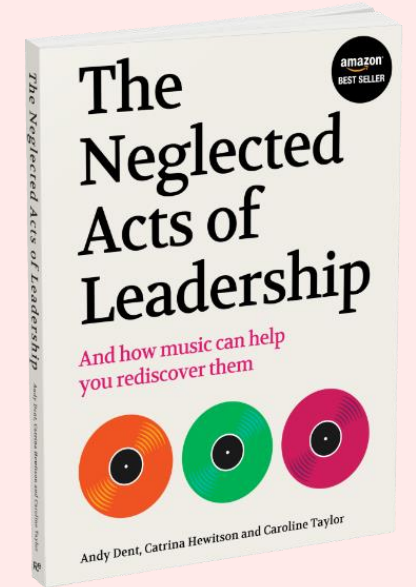
[here](#)



Keep in Touch

Email us to ensure you receive the latest updates or to arrange a meeting

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The Global Skills Partner driving business growth



Thankyou for joining us