



BPA
Bruck Payne Associates



HORIZONS

Emergency Services

PROGRAMME APRIL 2024









An executive development programme
for senior leaders



Horizons Executive Development Programme

Using a combination of virtual (TEAMS) and face-to-face






£3,850 per delegate (exc. VAT)

Training Type	Date and Time	Programme Event	Programme Outline
	9th or 10th April 2024	Setting individual goals & objectives	Pre-programme one hour individual tutorials
	Half day 17th April 2024	Introduction to the HORIZONS programme	Introduction to the programme. Defining the strategic issues.
	29th or 30th April 2024 Also 8th or 9th July 2024	EXPLORING SELF	One hour coaching session to explore individual unique psychometric profile. We begin to understand more about who we are and why we do the things we do.
	One day 15th May 2024	TURNING SIMPLE NEUROSCIENCE INTO ACTION WORKSHOP	Visible behaviours above the waterline and 'hidden depths' beneath. We will develop the ability to perceive, use, understand, manage and handle our emotions from trauma to compassion fatigue.
	VIRTUAL Half day 19th June 2024	EXPLORING Leadership in Diverse Cultures With SPEAKER	A renowned Inspirational Explorer will share personal experiences from their expeditions to explain the power of kindness and shared leadership supported by clarity of purpose and exemplary followership.
	Two days 14th or 15th August 2024	Defining the STRATEGIC Issues and unintended consequences With ASSESSORS	An exercise to put strategic thinking and planning into practical action. Each delegate will prepare their own brand identity and strategic plan for the next 12 months. Delegates have a choice of the day to attend.
	One day 24th September 2024	ETHICS "What Makes Good People Do Bad Things?" With SPEAKERS	How to deal with ethical paradoxes and decisions when strategic and unintended consequences are present.
	Half day 2nd October 2024	FINANCE for non financial managers With SPEAKER	A workshop designed by Henley Business School for senior managers with little or no prior financial knowledge, who need to use financial information in their roles.

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	17th or 18th October 2024	MEASURING personality in a cross- cultural context.	A psychometric practitioner will review each IMPACT report with delegates to better understand the impact they make in a cross-cultural context and help individuals link their strategic thinking to job performance and personal satisfaction.
	One day 6th November 2024	PARTNERSHIP Workshop with SPEAKERS	Engaging our partners to identify and work through how to deal with the 'Wicked Problems' that defy a single decision maker.
	Two days 19th or 20th November 2024	BRIEFING the Chief Executives With ASSESSORS	Executive Officers will be invited to assess each delegate according to a set criteria and give feedback on their performance. Delegates have a choice of the day to attend.
	Half day 4th December 2024	How to GIVE and RECEIVE FEEDBACK	Feedback is about listening actively, taking the time to analyse, and then thinking of the best possible solution to perform better. It provides positive criticism and allows to see what everyone can change to improve their focus and results. Discovering a toolbox of skills.
	One Day 8th January 2025	Developing RESILIENCE	Courageous Leadership; Wilful Blindness; Navigating the New Normal. Speakers from all three areas.

Horizons Fellowship Level 7

Effective leaders and managers understand and accept themselves. They are clear about their values, strengths and impact. The Horizons programme interventions will support you to develop this insight alongside the self-confidence to recognise the choices you must make for yourself and those you lead in a very complex and demanding sector.





Confronting and overcoming challenges of today

The development of our talented senior managers has become an imperative in supporting the complex and fast-moving pace of the issues presented to our emergency services. As with the private and voluntary sectors, public services are confronting an ever-growing range of challenges and “wicked problems”. These must be responded to in the full glare of the media and therefore the public spotlight and for the emergency services, this is now on a truly global scale.

Our programme has been developed by leadership representatives from a range of civil organisations, community, education, business as well as senior public sector. Strategic leadership and management is a complex activity and the more senior you become the more difficult and diverse are the challenges. Safeguarding and protecting the public requires its senior executives to demonstrate agility to be able to think on many different levels and about many different things, often more than one at a time. Society is changing around us, often in ways we cannot see or anticipate.

It is with the above in mind that we have developed the executive development programme for senior leaders in our emergency services.

Programme testimonials



Vaughan Lukey, Chief Superintendent, Kent Police. ‘Policing Horizons’ course candidate 2022/2023.

“Policing Horizons is an excellent opportunity to enhance how you think and lead.

Whether you are seeking to progress in terms of promotion, or more laterally across your organisation, or simply to become a more effective leader in your role, this programme will provide you with the tools and support you need to be successful.

The insight that you will gain, from the highest quality speakers, coupled with the cohort of colleagues you will be surrounded by, is invaluable.”



James Gale, Chief Superintendent, Devon and Cornwall Police. Policing Horizons’ delegate and successful senior command course candidate 2022.

“Policing Horizons opened my eyes - how I lead, what I hold valuable, what is non-negotiable. It facilitated my strategic thinking in the context of ethics, politics and partnerships, and gave me an insight into running large and complex organisations. The chance to listen to and talk with former Chief Constables and others about their experiences have been invaluable. The programme has strengthened my ability as a leader, enabling me to operate confidently in a range of commands at Chief Superintendent level and, supported by exercise practice and feedback, to secure success at senior PNAC at the first attempt. The experience continues to provide a platform. Thanks to Josie and Rachael.”



Nikki Faulconbridge, Assistant Chief Constable Kent Police, ‘Policing Horizons’ delegate and successful senior command course candidate 2021.

“The development that I gained was phenomenal - alongside the network of support from Josie and Rachael in addition to colleagues across UK policing that I met and worked with on the course, giving me the long term network we all need, in order to develop and flourish I would recommend the course to any Superintendent, Chief Superintendent or senior leader who is passionate about their own development.”



Trudi Meyrick, Temp Assistant Chief Constable, South Wales Police. ‘Policing Horizons’ course candidate 2022/2023.

“I highly recommend the Horizons Senior Leadership Executive Programme for its exceptional leadership development opportunities. The programme focused on enhancing leadership skills and strategic thinking abilities, covering important topics such as ethical leadership, crisis management and effective decision-making in high-pressure situations.

One personal highlight of the programme was the chance to put myself in uncomfortable situations, such as presenting and briefing senior leaders, internal and external stakeholders. This experience allowed me to learn and grow from situations that didn't always go as planned.”