



Executive Development for Senior Leaders

Programme
September 2024





Josie Payne

Queens Commendation – Author
and Programme Leader

"I have found my time with Josie to be extremely valuable both for me personally and for our business.

Josie's successful background in business gives her both the insight and credibility to work with companies and individuals and it grounds her thinking in the real world. She brings a strong understanding of how different people and teams think and behave, making her work in everything from executive coaching to management development extremely powerful and effective.

Josie's style engaging and dynamic, balancing fun and energy with candour and, when appropriate, hard truths. She is challenging and supportive in equal measure and great fun to work with."

James Truscott, Managing Director (2024)

Welcome to the IMPACT Programme

Earlier this year we decided to reinvigorate our senior leadership programme to a new brand name of IMPACT. We have done this based on the feedback from our delegates who tell us that the biggest mystery of life is to discover who we truly are, and that our programme has reinvigorated them to the understanding of their own Asset Value – to themselves, their family, their teams and their organisation.

This century brings with it an opportunity to create a new era of personal and business thinking, based on the simple premise that the future is not what it used to be. Everywhere we look, we see how corporate imagination has become totally utilised in survival through mistake avoidance and problem solving. Leaders have become scared to make any decision, take any actions, and conformity is becoming all-pervasive.

Strategic impact creates a community of purpose where people enjoy work, where they utilise their talents to best effect because they want to, and where they are recognised and rewarded for the genuine contributions they make. It is the prerequisite of success where our people are our only unique currency.

Our **IMPACT** leaders realise the importance first finding and then releasing their true potential, and they follow a simple formula for success:

1. **Know where they want to go** – dream bigger dreams, and know when and where they have been achieved
2. **Know where they are now** – take full ownership of their life and be honest about where they are now
3. **Know what they have to do**, recognise that in order to get to where they want to be means – widening choices, making true decisions and focusing on success
4. **Just DO IT!** – with persistent action – persistence is incompatible with failure.









So, to any aspiring senior leader who wants to make a difference and is prepared to be challenged – come and join us in September.

Our strategic culinary recipe for success

- A 'flambe' of GAMECHANGER
- A 'zest' of STRATEGIST
- A 'marinade' of IMPLEMENTER
- A 'simmer' of POLISHER
- A 'temper' of PLAYMAKER






The IMPACT Programme uses a combination of virtual (TEAMS) and face-to-face

£3850 + VAT

Training Type	Date	Duration	Programme Outline
	9th or 10th September 2024	One hour	Setting Individual Goals and Objectives
	26th September 2024	Half day	Introduction to the programme
	16th October 2024	Half day	Exploring in Diverse Cultures – with speaker
	6th November 2024	Full day	Turning Simple Neuroscience into Action
	20th, 23rd, 27th or 28th November 2024	2-hour session on one date	16PF Psychometric Feedback (each delegate only required for two hours on one of the dates)
	5th December 2024	2-hour session on one date	Executive Board Briefing (each delegate only required to attend one of the dates)
	21st January 2025	Half day	Strategic Leadership Dilemmas – with speaker
	19th February 2025	Half day	Finance for Non-Financial Managers – with speaker

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	11th, 12th, 17th or 18th March 2025	2-hour session on one date	Measuring IMPACT with report and feedback.
	30th April 2025	Full day	Transformational change through impact workshop
	14th May 2025	2-hour session on one date	Defining the Strategic Issues and unintended consequences (with assessors)
	11th June 2025	Full day	Ethical Challenges and Developing Resilience – with speakers
	TBC	TBC	Individual coaching with programme leader

IMPACT Fellowship Level 7

Effective leaders and managers understand and accept themselves. They are clear about their values, strengths and impact. The IMPACT 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.



Leadership 360 Leader Workbooks

The LEADER workbooks are the bespoke resource that underpins the development throughout the programme.



L EARNING

Facilitating the learning of others, challenging the norm and continuous personal transformation.



E MPOWERMENT

Giving others the freedom and trust to make their own decisions



A PPRECIATION

Creating an environment where agile teams collaborate, learn from each other, get quick feedback and are focussed on quality outcomes.



D EVELOPMENT

Inspiring others to bring their best selves to work and achieve more of their potential.



E XAMPLE

Setting an example through own behaviour.



R ESOURCEFULNESS

Nurtures, educates, stretches and supports creative thinking, works hard and genuinely cares.

L EARNING

E MPOWERMENT

A PPRECIATION

D EVELOPMENT

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Programme Testimonials



Vaughan Lukey, ACC for Cambridgeshire Constabulary.

"The IMPACT programme 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."



Nikki Faulconbridge, Assistant Chief Constable Kent Police, IMPACT Programme delegate and successful senior command course candidate.

"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."



Katie Beaumont, Head of Governance and Transparency – Bedfordshire Office of the Police and Crime Commissioner.

"The IMPACT programme was a great opportunity for me, to be in the same space of senior leaders within Police Forces across the country. As in normal spaces I would not have had the exposure I have had to such senior individuals outside of Bedfordshire Police. The sessions surrounding finance, chief officer input and others brought great value and led really interesting discussions not only from a force perspective but an OPCC one too.

This programme allowed me to present to senior officers/ chief constables and be given invaluable feedback on my delivery to assist with my continued development."



Trudi Meyrick, T/ACC for South Wales Police.

"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."



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