

**MSDP Leadership Exchange and Assist Programme (LEAP)**

**The concept**

The aim of the MSDP Leadership Exchange and Assist Programme (LEAP) is a regional service to bring together managers who face similar challenges in their areas of responsibility and feel they would benefit from sharing an external perspective with a colleague from another institution.

The LEAP concept has simplicity at its heart. It envisages that the exchange has two parts.

Once the pairing of managers has been completed, they will contact one another to organise their reciprocal host days.

Part one sees the host manager (acting in a coaching capacity) establishing the issues and topics to be covered with their visiting colleague. A suggested template for the day is provided below.

Part two sees the reversal of roles. The LEAP is designed to be as short as two half days.

The MSDP members will act as conduit and broker in reciprocal matching, seeking suitable pairings from within their institutions.

An added concept is to seek to utilise LEAP to augment an institutions internal leadership programme.

**Outline of a typical exchange visit**

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| Midlands Staff Development Partnership  **MSDP Leadership Exchange and Assist Programme (LEAP)**  The day is based around the GROW coaching model (John Whitmore): Goal, Reality, Options, Wrap up  10:00 Meet and Greet  10:00 Overview meeting (establishing Goal and Reality)  11:00 Collaboratively exploring the Options  12:00 Walk and talk, campus tour and lunch  13:00 Topic of mutual interest  14:00 Wrap up  14:30 close |

**The benefits of LEAP for managers**

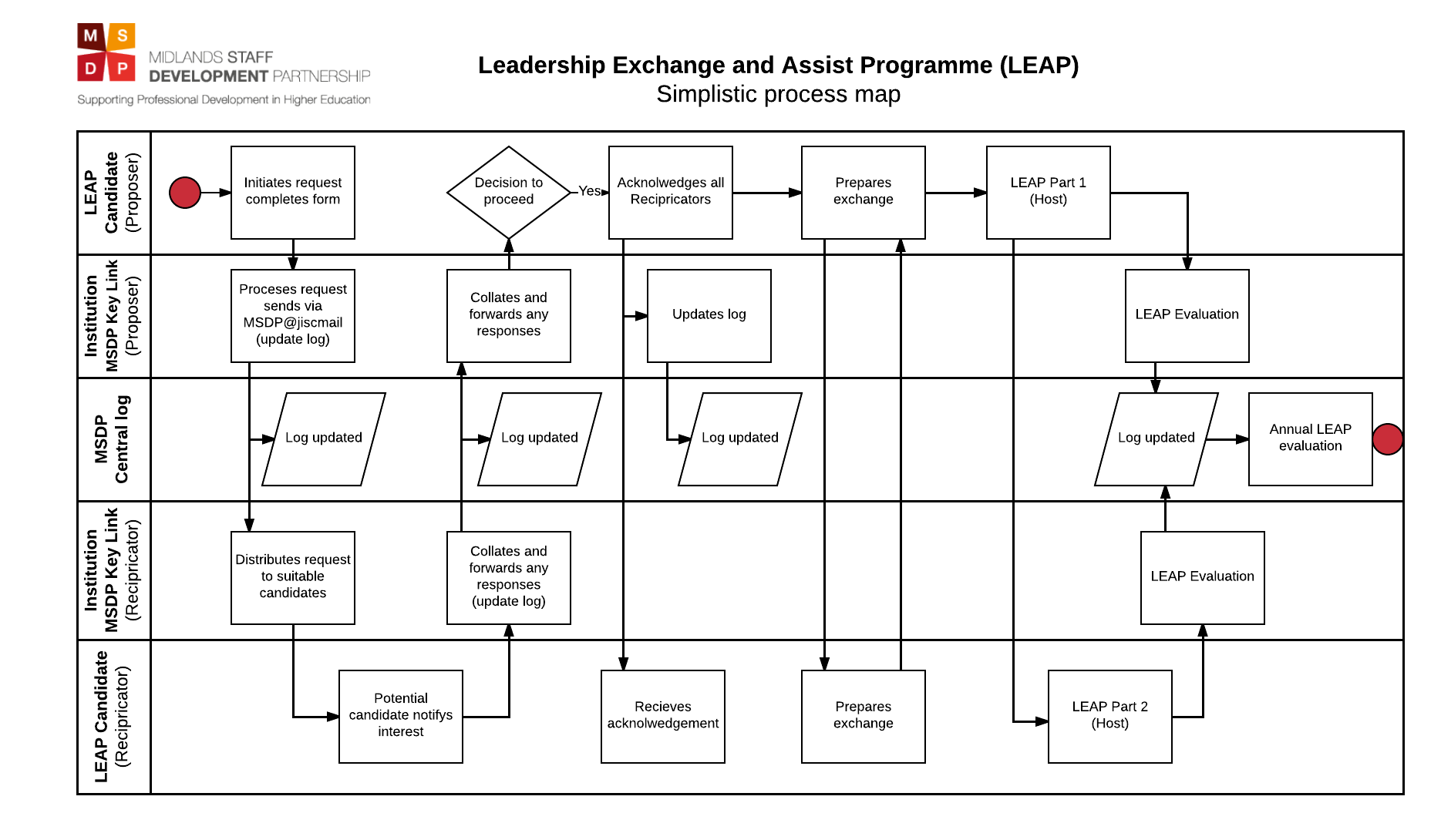
* is peer to peer coaching (when discussion with internal peers and reports is not appropriate)
* is short in duration (only 2 days) plus any preparation for the visit
* is flexible (candidates arrange dates which fit their busy schedules)
* exchange has scope to concentrate on mutual topics of interest, which are immediate, live and actionable
* focuses on the practical implementation rather than management theory
* taking time out aids reflection and learning
* being regional means less travelling to host institutions (travel in a couple of hours)
* develops a valuable network

**Trigger process**

The following process map sketches out how the scheme may operate. It is recognised that the process is again simplistic and will in reality may be more complex in its actual operation.

The key essence of the process is that

* MSDP members will act as conduit and broker in reciprocal matching, seeking suitable pairings. Members will use their judgement and discretion as to who they approach in their institution for suitable pairings.
* Once the LEAP candidate are paired, they are left to arrange and administer their respective visit days (with minimal input from the L&D function).
* After the exchange has been completed the Local L&D function will follow up with an evaluation which will be forwarded on to the MSDP for an annual evaluation of the scheme.

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