



Lead to Succeed

Bold and inclusive leadership
to make a difference together

A 13-month first leadership programme for managers working in small and medium-sized engineering and manufacturing businesses.



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Introduction

Effective management and engaging leadership help SMEs in the engineering and manufacturing sector to thrive. Leaders and managers that are self-aware, show empathy, communicate well, and engage inclusively with their teams see the results of increased productivity and better performance.

The Lead to Succeed programme has been specially designed for manufacturing and engineering sector SMEs with the aim of improving and enriching the leadership and management skills that underpin business success. The programme has been created by Enginuity, the skills charity for the engineering and manufacturing sector, in partnership with leadership development experts, Prime Progress, to offer 20 SMEs the opportunity to train one of its leaders at a highly subsidised rate as part of the programme's pilot. A full overview of the programme can be found within the 'Programme Overview' PDF.

Who should take part?

The programme is suitable for individuals working at any level who have some form of line management responsibility. The Lead to Succeed programme is available to those managers who have not previously engaged in any formal (paid-for) leadership training. Where possible, participants with similar experience levels will train together.

Why invest in leadership training?

Engineers have the power to change the world and the sector relies on effective leaders with a clear vision, and the skills to inspire, engage and motivate the workforce. Busy SMEs are the lifeblood of the engineering and manufacturing sector and often struggle to invest the time and resources for leadership training. Lead to Succeed helps to overcome these barriers by offering a modular training approach with just eight days of face-to-face contact over a 13-month period. For this introductory phase, Enginuity will subsidise the price of the programme by 75%.

Learning outcomes

PARTICIPANTS WILL DEVELOP SKILLS IN:

- ◆ Self-awareness and empathy
- ◆ Motivation and trust
- ◆ Constructive challenge
- ◆ Coaching and mentoring
- ◆ Inclusive leadership
- ◆ Effective change management
- ◆ Workplace innovation



Benefits for employers

This programme is tailor-made for SMEs in your sector, aligned to the World Economic Forum Forum's Top 10 leadership skills and mapped to Innovate UK's Innovation Skills Framework. Positive leadership skills play a demonstrable role in business success and serve to boost the economy.

You will gain the benefits of:

- ◆ Engaged and committed employees with the tools for strategic thinking aligned with business objectives.
- ◆ Skilled leaders that can effectively motivate and empower their teams.
- ◆ Increased productivity and efficiency that delivers a positive bottom-line impact.
- ◆ Employees will have access to a 360° personal assessment, professional development 121 coaching session, and personalised action plan. They will enjoy the support of a network of peers from similar organisations. Participants will form supportive trios and keep in touch throughout the programme to encourage and learn from each other.



Benefits for participants

Your employees will benefit from:

- ◆ A holistic learning experience that enables them to develop self-awareness, enhance their emotional intelligence, and master cutting-edge leadership techniques.
- ◆ The ability to cultivate productive relationships, improve workplace performance and contribute to a thriving organisational culture.
- ◆ The opportunity to sustain a network of contacts across a range of organisations.



Your commitment to the programme

You must ensure that the nominated participant has given their consent to take part in the Lead to Succeed programme and understands the commitment required of them. They will need to commit to a 13-month learning journey involving eight days of face-to-face activities and online sessions spanning a total of 6.5 hours. Participants will be grouped in supportive trios and will be required to meet up online five times (approximately every two months) for around one hour outside formal sessions. You must agree to provide them with time away from work to take part. Participants are expected to fully immerse themselves in the face-to-face sessions without distractions or interruptions as far as possible.

*Programme content, materials and objectives may be subject to change depending on the personalised needs of each cohort.

Commitment to success

Enginuity is a charitable organisation and funding for this programme is deployed to deliver a charitable impact on your organisation and the wider sector. So that we can effectively measure the impact of the programme, you must agree to allow us to record the tangible and intangible benefits it delivers and to keep in touch with participants beyond the end of the programme to keep a record of their progress and achievements.

Your investment in leadership

The Lead to Succeed programme is majority funded by Enginuity and your organisation will pay only a small contribution. The price of the programme is £2,200 plus VAT per participant and Enginuity will subsidise this as follows:

Per participant

- ◆ Enginuity's contribution (75%): £1,650 plus VAT
- ◆ Cost to you (25%): £550 plus VAT and accommodation and travel costs

Payment of the employment contribution will be required before the programme commences as this is an important indication of your commitment to its success. We understand that circumstances may on occasion lead to participants being unable to take part in a face-to-face session. However, if more than one in-person session is missed or the participant withdraws from the programme before it is fully completed, Enginuity reserves the right to claim the full price of the programme (£2,200) from the participating employer.

Timescales & programme dates

The next cohort will commence in September 2024. Each cohort will consist of 12 – 15 participants.

Programme leader

James Muir, Founder of Prime Progress, is an experienced leadership and people transformation specialist and executive coach. With over 25 years' experience in leadership, leadership development, coaching and cultural change, he works with organisations and individuals at all levels to ensure effective and innovative support and learning interventions are developed and delivered.

Additional participants

Enginuity is keen to provide as many SME leaders and organisations as possible with this opportunity. However subject to applications numbers, we would consider offering a place to more than one participant from the same business in accordance with the fees below.

PARTICIPANTS	PRICE FOR EMPLOYER	ENGINUITY SUBSIDY
PARTICIPANT 1	£550 (25%)	£1,650 (75%)
PARTICIPANT 2	£660 (30%)	£1,540 (70%)
PARTICIPANT 3+	£880 (40%)	£1,320 (60%)



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Applying

How to apply

If you are interested in applying for the Lead to Succeed programme then both employee and attendee need to complete application forms as it is important that we have the commitment both of the prospective attendee and their organisation.

Application forms can be found at the links below:

[Employer application form](#)

[Prospective attendee application form](#)

The employer and prospective participant application forms must be completed and submitted in line with the timeline below.

*If the request to join the programme is approved, each individual participant will be asked to complete a further short form so that we can understand any dietary or accessibility needs to help us deliver the very best programme at appropriate venues.

*Engenuity's decision is final. If you are not accepted for the pilot phase, this will not preclude you from applying for future cohorts of this programme.



PROGRAMME START DATE:

24 OCTOBER 2024

APPLICATION TIMELINE	DATE
EMPLOYEE AND EMPLOYER APPLICATION WINDOW OPENS	15 July 2024
EMPLOYEE AND EMPLOYER APPLICATION WINDOW CLOSES	6 September 2024
NOTIFICATION OF SUCCESSFUL APPLICATIONS (EMPLOYEE AND EMPLOYER)	W/C 9 September 2024
EMPLOYER CONTRIBUTION TO BE PAID PRIOR TO 17 OCTOBER 2024	

Programme Dates:

(2024/25)

ACTIVITY	DATES
DISCOVERY ZONE 1 – LAUNCH (1 day in-person)	24 October 2024
ECR360 ASSESSMENTS (online)	28 Oct – 14 Nov 2024
ECR360 COACHING & FEEDBACK (90 minutes online)	18 – 28 November 2024
DISCOVERY ZONE 2 – SELF (2 days in-person)	4 & 5 December 2024
DEEP DIVE 1 – LEADERSHIP BRAND (1 hour online)	W/C 9 December 2024
DISCOVERY ZONE 3 – TEAM PT 1 (2 days inperson)	4 & 5 February 2025
DEEP DIVE 2 – DISC BEHAVIOURS (1/2 day online)	7 April 2025
DISCOVERY ZONE 4 – TEAM PT 2 (2 days in-person)	10 & 11 June 2025
DEEP DIVE 3 – DIVERSITY IN ENGINEERING (1 hour online)	W/C 16 June 2025
DEEP DIVE 4 – INNOVATION IN ENGINEERING (1 hour online)	W/C 14 July 2025
DISCOVERY ZONE 5 – COMPANY (1 day in-person)	1 October 2025



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Enginuity is a not-for-profit dedicated to finding new ways to close UK engineering and manufacturing skills gaps; so that individuals, employers, and industries can seize growth opportunities and potentially change the world for the better. www.enginuity.org



Prime Progress Limited is a leadership development and coaching business, placing people firmly at the heart of everything we do. We know the importance of great leaders and we make it our mission to help both businesses and individuals to develop the skills and insights that they need to succeed.

To find out more about the Lead to Succeed programme contact us via L2S@enginuity.org