



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.



PRIME
PROGRESS

Enginuity®



Part of the
Enginuity Group



How it works

THE PROGRAMME INVOLVES:

- ◆ 360 ° personal assessment exercise based on ten competencies.
- ◆ 90-minute online professional development coaching session.
- ◆ Five in-person training modules (one to two days each).
- ◆ Four online sessions (max 6.5 hours in total).
- ◆ Five online support trio meetups (one hour each).

What are the benefits?

TAKING PART IN THE LEAD TO SUCCEED PROGRAMME ENABLES YOU TO:

- ◆ Develop self-awareness and understand what motivates you and others.
- ◆ Gain tools and techniques you can use in the workplace.
- ◆ Effectively manage and lead others to achieve their objectives.
- ◆ Maximise the performance of your team and its contribution to business goals.

What will we cover?

YOU WILL EXPLORE THREE KEY CONCEPTS:

- ◆ **SELF:** gain an understanding of your behavioural style, how you interact with others, and how this affects your natural approach in the workplace. You will learn that you can still be yourself while also acting as a role model to motivate your team.
- ◆ **TEAM:** find out how to get the best out of people by understanding how relationships work. Build empathy to improve engagement and learn how to tackle difficult situations with confidence.
- ◆ **COMPANY:** discover how to empower your team to keep it aligned to overall business goals and targets. Learn how to foster their enthusiasm, readiness to collaborate, and their commitment to the bigger picture.

Programme Schedule

The timetable below offers a tentative program schedule, with specific dates to be confirmed for each individual group of managers (see Programme Dates on Page 4)

| PHASE 1: SELF MONTHS 1-4 | | PHASE 2: TEAM MONTHS 5-9 | | PHASE 3: COMPANY MONTHS 10-13 |
|---|---|---|---|--|
| Discovery Zone 1 Launch 1 Day In Person | Discovery Zone 2 Motivation and Trust 2 Days In Person | Discovery Zone 3 Engagement, Relationships and Coaching 2 Days In Person | Discovery Zone 4 Performance and Change 2 Days In Person | Discovery Zone 5 Innovation and Improvement 1 Day In Person |
| 360° Assessment & Personal Development Coaching Online | | Deep Dive 1 Leadership Brand 1 Hour Online | Deep Dive 2 Workplace Behaviours 3.5 Hours Online | Deep Dive 3 Diversity in Engineering 1 Hour Online |
| Support Trio Meetup Online | | Support Trio Meetup Online | Support Trio Meetup Online | Support Trio Meetup Online |

| A Journey of Discovery | DISCOVERY DAYS - IN PERSON | |
|------------------------|--|---|
| | <p>Discovery Day 1: Launch</p> <p>During the first session, we will set the scene for what it means to be a leader in a rapidly changing and uncertain world. We will help you to establish your starting point and set your personal goals for the programme.</p> | <p>Discovery Days 6 and 7: Performance and Change</p> <p>Managing performance is easier once you have mastered some techniques to help you to engage in supportive challenge and tackle those difficult conversations. Change is a fact of life and it is important to maintain openness, honesty and clarity based on facts and data even when next steps are uncertain. Learn how to be flexible and agile in your response to changes at work and help support your team to maintain their buoyancy as they cope with change.</p> |
| | <p>Discovery Days 2 and 3: Motivation and Trust</p> <p>How do others see you in the workplace? Developing self-awareness is the key to becoming an effective role model. You will learn to tune in to your natural working style and how you respond in a workplace setting. We will explore when to take control, and when to let go and demonstrate the trust that sets your team free. Motivation at work is different for everyone and it is vital to understand what drives you and every member of your team to do their best work.</p> | <p>Discovery Day 8: Innovation and improvement</p> <p>There is no standing still in engineering and your leadership skills will help to keep fresh ideas flowing in fast-paced and competitive world. Learn to understand your role in the wider organisation and how collaborating with your colleagues increase overall strengths. You will learn how to create a workplace environment where innovation is embraced, and everyone is always on the lookout for a better way to do things.</p> |
| | <p>Discovery Days 4 and 5: Engagement, Relationships, and Coaching</p> <p>Great working relationships help to create a productive working environment that leads to businesses success. You will gain listening and questioning skills that will enable you to practice effective coaching. Explore the power of empathy and how to get everyone engaged and pulling together. Learn the meaning and value of diversity, and how personal differences bring fresh perspectives.</p> | |

| Leadership in Context | DEEP DIVES - ONLINE | |
|-----------------------|--|--|
| | <p>In a series of online webinar-style sessions, you will hear from industry experts and knowledgeable leaders as they share their own personal experience and perspectives on a range of key topics. You will also take part in an assessment of your leadership style using the world leading DiSC® model.</p> | |
| | <p>Deep Dive 1 - Leadership Brand (1 hour)</p> <p>Hear from an industry leader as they reveal the power behind bold and empowering leadership.</p> | <p>Deep Dive 3 - Diversity In Engineering (1 hour)</p> <p>Discover the importance of inclusion and how some of engineering's greatest leaders have come from marginalised groups.</p> |
| | <p>Deep Dive 2 - Workplace Behaviours (3.5 hours)</p> <p>Gain insights into your personal working style and how to make adjustments and get the most from your team.</p> | <p>Deep Dive 4 - Innovation In Engineering (1 hour)</p> <p>Explore how fresh thinking delivers innovative ideas and exciting new directions.</p> |

Programme Dates:

(2025/26)

| ACTIVITY | DATES |
|--|---------------------------------------|
| DISCOVERY ZONE 1 – LAUNCH (1 day in-person) | 18 September 2025 |
| ECR360 ASSESSMENTS (online) | 22 September – 17 October 2025 |
| ECR360 COACHING & FEEDBACK (90 minutes online) | 20 October – 14 November 2025 |
| DISCOVERY ZONE 2 – MOTIVATION & TRUST (2 days in-person) | 19 & 20 November 2025 |
| DEEP DIVE 1 – LEADERSHIP BRAND (1 hour online) | W/C 8 December 2025 |
| DISCOVERY ZONE 3 – ENGAGEMENT, RELATIONSHIPS & COACHING (2 days in-person) | 3 & 4 February 2026 |
| DEEP DIVE 2 – DISC BEHAVIOURS (1/2 day online) | 10 March 2026 |
| DISCOVERY ZONE 4 – LEADING PERFORMANCE & CHANGE (2 days in-person) | 19 & 20 May 2026 |
| DEEP DIVE 3 – DIVERSITY IN ENGINEERING (1 hour online) | W/C 22 June 2026 |
| DEEP DIVE 4 – INNOVATION IN ENGINEERING (1 hour online) | W/C 13 July 2026 |
| DISCOVERY ZONE 5 – INNOVATION & IMPROVEMENT (1 day in-person) | 15 September 2026 |

Working Together

Trio Support Groups

We find that support from your peers can improve your learning and development. You will be grouped with two others from different organisations and will meet up with them online around every two months throughout the programme to provide encouragement, share insights and swap good ideas.

Please bear in mind...

Your employer has made a commitment to support your participation in the Lead to Succeed programme. You will be expected to make yourself available and be prepared to fully immerse yourself in all face-to-face and online sessions across a 13-month period. This will include eight days of face-to-face activities at a location away from your workplace.

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](#)

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

