

LEADERSHIP DEVELOPMENT PROGRAMME

# Leadership MASTER Diploma

Unlock potential in leaders & teams by empowering your leaders with We/Me/Us Leadership.

 **OXFORD LEADERSHIP**



# Overview

Enhance your self-leadership skills, cultivate environments for high-performing teams, and step into the future as a purpose-driven leader.

Our Leadership MASTER Diploma was developed by our team of leadership development consultants and coaches to address the needs of leaders in today's complex and rapidly changing environment.

Drawing from over two decades of expertise in Leadership Development and High-Performing Team Leadership, we've crafted a robust programme centered around two of our flagship programmes, seamlessly integrating our We/Me/Us Leadership framework. Designed to equip leaders to lead themselves and teams in today's world of ambiguity, complexity and paradox.



**"A leadership journey that touches their hearts and minds. This is an inspirational experience that allows personal leadership to be the starting point and anchor for better team and organisational leadership."**

**Heiko Hutmacher**  
Board of Management – CHRO, Makro

## Diploma format

Multi-programme solution

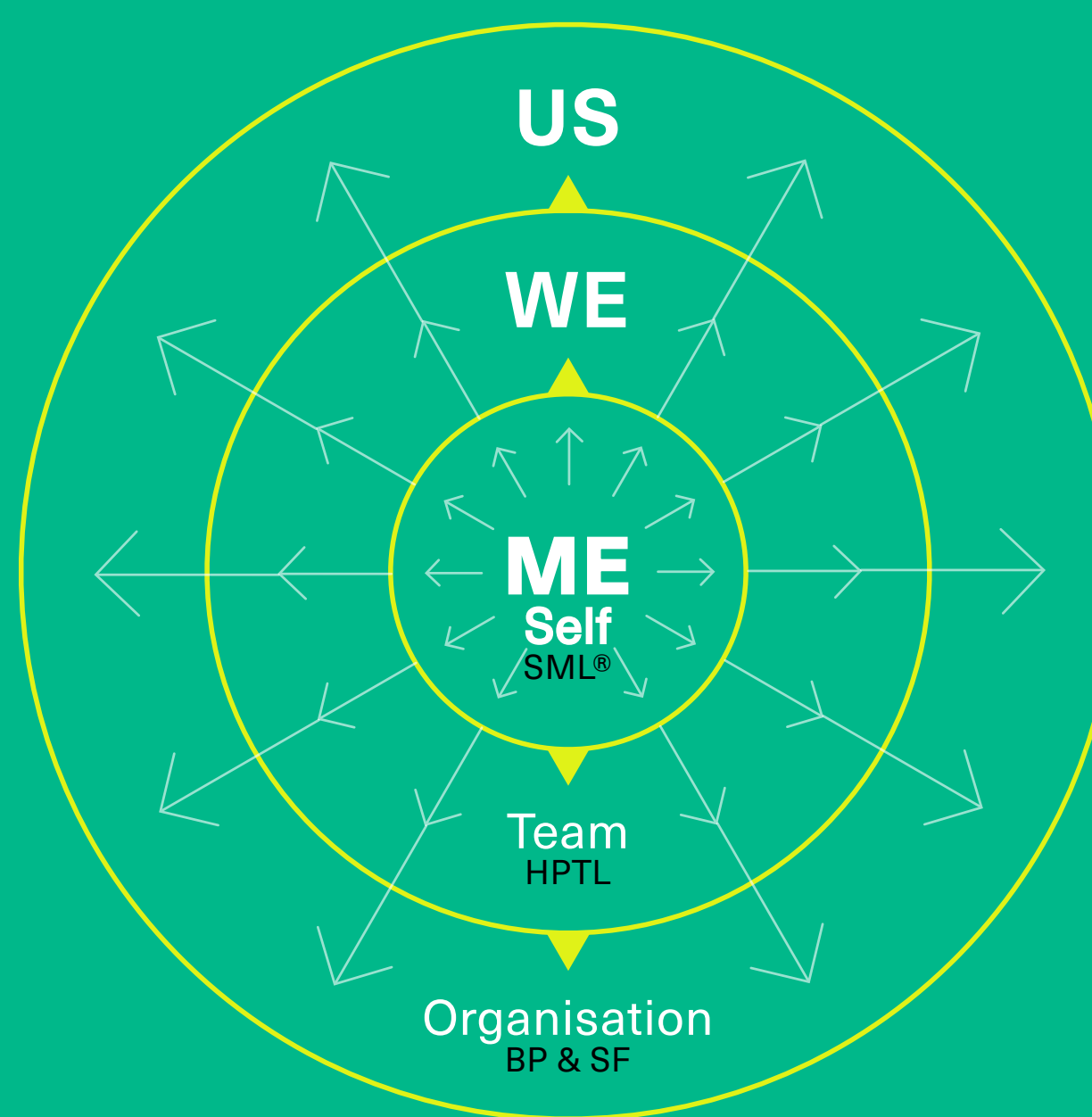
**Phase 1 : SML® Programme**  
**Self-Managing Leadership®**  
Leading Self (Mindset & Attitude)

**Phase 2 : HPTL Programme**  
**High-Performing Team Leadership**  
Mastering Teams (Team dynamics)

**Phase 3 : Exam & Review**  
**Leadership MASTER Finals**  
Certification and continued support  
& learning paths

## We/Me/Us

Leadership Framework



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## At a glance

### What you will learn

Self-managing leadership, Me/We/Us Leadership and high-performing team leadership

### Designed for

Leaders & Managers

### Delivery format

Coach facilitated Online Platform

### Duration

33 Weeks

### Commitment

4-5hrs / week

# Outcomes

- ✓ Advance your career as a certified Leadership MASTER
- ✓ Evolve your leadership through self-managing leadership
- ✓ Lead, nurture and foster high-performance in teams
- ✓ Manage ambiguity, complexity and paradox with clarity
- ✓ Continue to grow with coaches, mentors and community



**“It is a great opportunity to know and work on our strengths & weaknesses in order to develop a plan. I truly believe that deep change occurs only by example, and we as executives must lead with examples and actions rather than words.”**

**T.B. Silva**  
VP Human Resources, Telefonica

# What you can expect



## PurposeLab® Platform

Enrolment on our proprietary leadership development & transformation platform



## Unlock your inner “Why”

Dig down, do the work and find focus to frame why you do what you do to align your trajectory



## SML® Online Platform

Define your Purpose, Values & Vision and Goals with Strategies and an Action plan to lead self with authenticity



## High-Performing Team Leadership

Become a purpose-driven leader that can foster the environment for teams to function better, faster, together



## World-class Coaches

Facilitation & support from high-level coaches with 20+ years in leadership development and transformation



## Continued Learning

Programmes, resources and tools to evolve your response in today's complex & changing environment



## Alumni & Community

Connect and engage with a global leadership network of purpose-driven leaders



## Tools & Resources

A wealth of tools and resources to support your growth and development as a leader



## Certification

Certification as a 'purpose-driven' leader equipped to lead purpose-driven organisations



## Special Offers

Discounts, limited seats and a world of programmes, resources & tools from our extended network of partners

# Phase 1

## SML® Programme **SELF-MANAGING LEADERSHIP®** Leading Self (Mindset & Attitude)

SML® is a comprehensive developmental programme designed to facilitate profound personal & professional transformation.

Built upon a robust foundation rooted in psychology and deep human understanding of human behaviours, the programme guides you towards discovering and honing your leadership potential. It's not just about managing tasks, it's about self-managing your choices and actions to enhance your performance, productivity, and satisfaction – whilst creating a better Work-Life balance.

**Identify and align your inner with your “why”**

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**Align personal & professional values, vision, and goals**

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**Identify negative and positive patterns/habits & behaviours**

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**Create an attainable future vision for yourself**

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**Recognise and plan to overcome barriers**

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**Get concrete strategies for self-management**

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**Enhance your emotional intelligence**

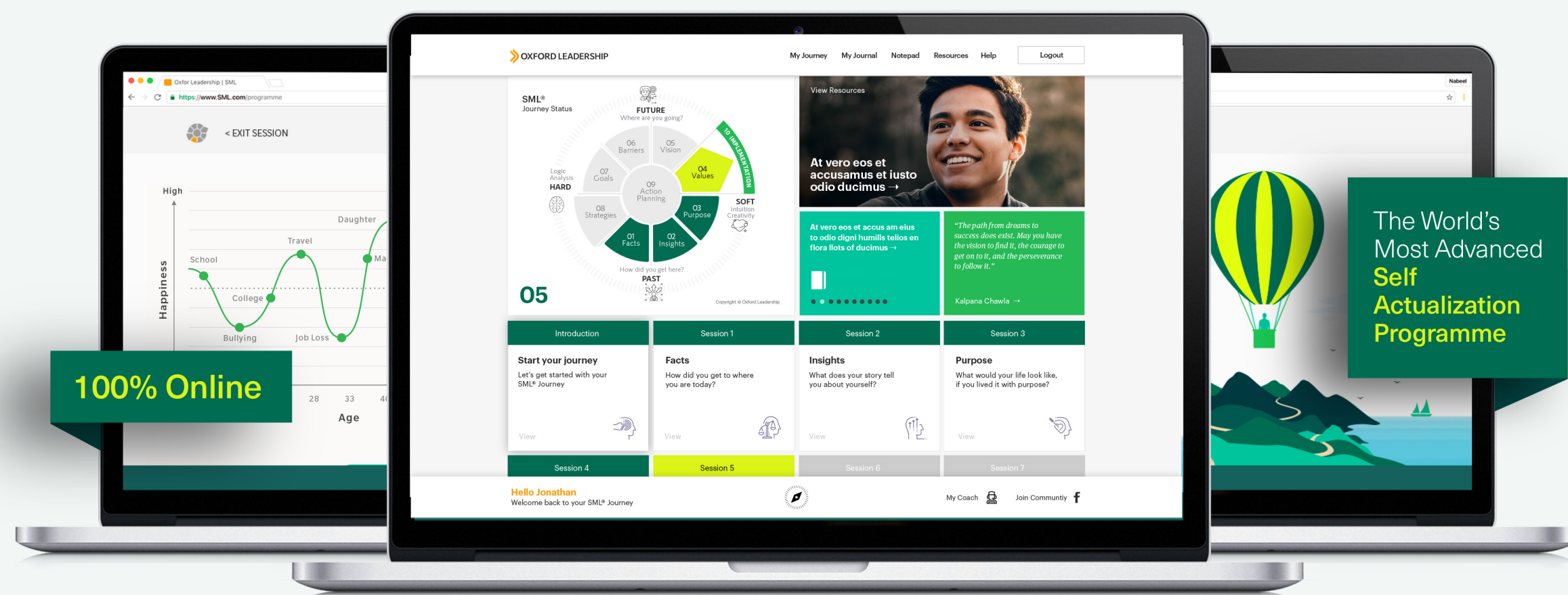
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**Implement a 90 Day Action Plan for transformation**

## Journey based approach

Individuals embark on a journey of self-discovery & personal growth, aligning their personal aspirations with their professional roles.

Delivered through our programme specific SML® Online platform.



**Interactive modules**

**Coach facilitated**

**Anytime, anywhere**

**Self-paced approach**

**Excercises**

**Surveys**

**Instructional videos**

**Certification**

### Intergrating Purpose

Define your unique "why" and find the driving force behind your actions and decisions.

### Alignment of Values and Goals

Forge a path that aligns your personal and professional values and goals.

### Behavioural Pattern Analysis

Unravel your behavioural tendencies and patterns and learn to manage them effectively.

### Vision Creation

Conceive a tangible and compelling vision for your future.

### Barrier Recognition

Identify personal and professional obstacles and strategise to overcome them.

### Action Plan Implementation

Formulate & execute a personal 90-day Action Plan to kickstart your transformative journey.

**You will learn how to embed purpose & values in the way you live and lead**

#### To lead others

You first need to learn how to lead yourself, expand your vision and develop your EQ.

#### To be credible

Your purpose must become integrated in your life - and you need to walk your talk.

#### To be authentic

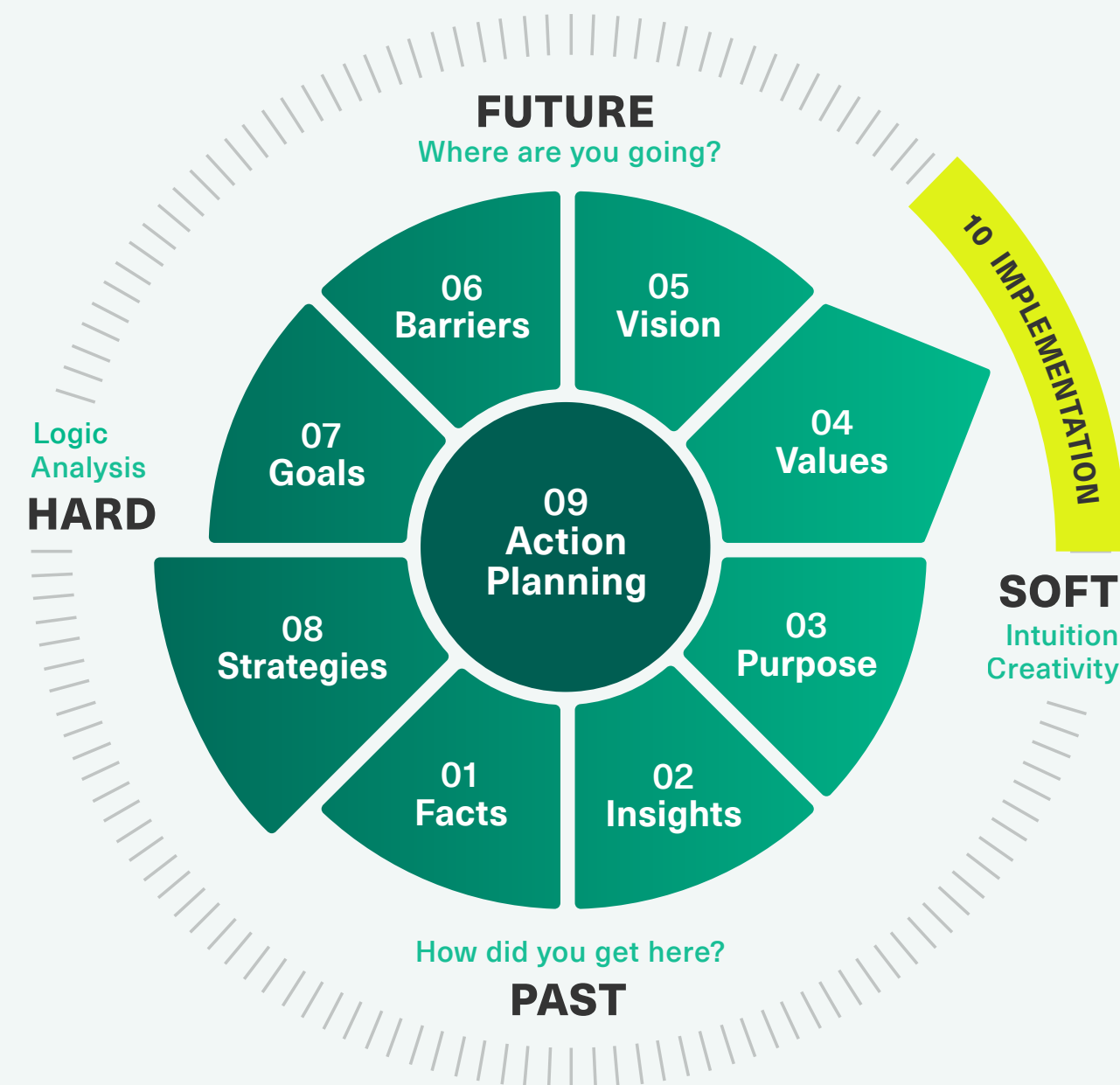
Your must act from the inside, guided by your own purpose and values.

#### To make a difference

Your purpose and values must become your North Star that guides your choices, decisions and actions.

## SML® Curriculum

A powerful step by step framework for focusing, changing negative habits, making critical choices and bringing plans to life.



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### Module 1 : Facts

Diving into the current reality of your personal and professional life, understanding your current situation

### Module 2 : Insights

Assess the personal strengths and positive patterns to build on for the next chapter

### Module 3 : Purpose

Identifying your core purpose, the inner 'why' that drives you, motivates you

### Module 4 : Values

Uncovering the values that guide your actions, and how they influence your decision-making

### Module 5 : Vision

Building a clear, future vision for yourself, both professionally and personally

### Module 6 : Barriers

Recognising + planning to mitigate the barriers standing between you and goals

### Module 7,8 : Goals & Strategies

Defining specific goals and creating strategies to achieve them

### Module 9 : Action Plan

Crafting a detailed 90-day action plan to kick-start your transformative journey

### Module 10 : Implementation

Techniques and support for implementing the action plan – ensuring effective execution



# Outcomes

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"The SML programme is a game changer in the field of leadership development. The programme allowed me to go further and deeper. It was amazing to learn with the many outstanding coaches."

**Jona Wolf**  
Forbes 30 under 30, Social Entrepreneur

## Inspires Engagement

A significant benefit reported is a marked increase in engagement. Our programme's emphasis on self-management enhances commitment, enthusiasm, and participation.

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## Enhances Performance

Embeds strategies & techniques that allow for optimal focus on what's relevant. Participants experienced improvement in their productivity, moving closer to their goals more efficiently.

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## Sparks Innovation

Provides a foundation to ignite creativity and creative problem-solving skills, leading to fresh ideas – fostering innovation.

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## Develops EQ

Develops EQ, interpersonal communication skills, empathy, and leadership effectiveness. Participants learn to better manage their professional & personal relationships.

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## Improves Mental Health

By fostering self-awareness and effective self-management, participants have reported enhanced ability to manage themselves with less stress and anxiety.

# Phase 2

HPTL Programme

## HIGH-PERFORMING TEAM LEADERSHIP

### Mastering Teams (Team dynamics)

Leaders today must be able to form and lead teams that can achieve or exceed organisational objectives in a complex and rapidly changing business environment. They must understand what enables inspired team performance and be able to apply that knowledge to ever-changing business conditions.

HPTL is uniquely designed to address these needs and provides a powerful framework for aligning people and culture with strategy in the team context.

**Create a shared sense of purpose beyond financial targets**

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**Tools & techniques for problem solving and innovating**

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**Build trust, respect and co-operation to create a strong sense of psychological safety within the team**

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**Harness diversity in perspectives and style and to handle conflict & difficult conversations**

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**Shift mindset from managing to a coaching**

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**Develop and execute a 90-day action plan to change vital team habits and behaviours**

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Delivered through our PurposeLab® Leadership platform

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## HPTL Curriculum

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**Module 1**  
MEANING

**Aligning Purpose,  
Values & Vision**

Shared Purpose

Share purpose as a genetic marker that holds transformation together

**Module 2**  
ADAPTABILITY

**Mastering Complexity  
& Ambiguity**

Speed & Agility

The ability to pivot faster by simultaneously performing and transforming

**Module 3**  
SECURITY

**Creating  
Psychological Safety**

Consistently Better  
Choices made Faster

Augmenting collective wisdom with big data & digital tools.

**Module 4**  
TRUST

**Empowering &  
Devolving Authority**

Team Collaboration  
Culture

Hyper-agile, connected teams empowered with authority & mandates

**Module 5**  
EMPATHY

**Empathy &  
Accountability**

Caring about  
Colleagues &  
Customer Outcomes

Authentically empathetic relationships with customers and colleagues

**Module 6**  
RESPONSE-ABILITY

**Creating Focus, Will  
and Capability to win**

Fierce Resolve  
To Win

A collaborative way of working and co-creating that creates deep personal ownership

# Outcomes

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“What I’ve learned from Oxford Leadership™ is bigger than words. My perception of myself, of my life, of the world, and of my place in this world is today totally different from what it was 4 months ago.”

Sirivan Chaleunxay  
GE, Financial Controller

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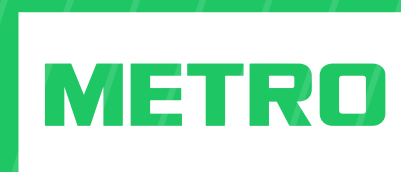
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# Globally recognised

Our alumni work with the world's leading companies.  
We partner with organisations to help them develop their leadership, teams and organisational culture, by aligning people, purpose with strategy and culture.

Our methods & tools are based on unique, research-backed approaches that have been proven in over 300 corporate turnarounds and performance acceleration assignments.



# What our alumni say



"This course was a chance for me to re-think who I am and how I want to lead. I developed a clear beacon for my personal and professional development the creative exercises and appreciated the opportunity to travel this journey with inspiring peers."

**Vanessa Butani**  
Snr. Manager, Electrolux



"I've been through many high-end executive coaching and personal leadership programmes. What shocked me about this one was how incredibly sharp & insightful the resulting action plan was in terms of my vision, values and actions."

**Walter Roth**  
CEO, Inward Sales



"The SML programme is a game changer in the field of leadership development. The programme allowed me to go further and deeper. It was amazing to learn with the many outstanding coaches. Thank you Oxford Leadership team."

**Jona Wolf**  
Forbes 30 under 30 Social Entrepreneur



"The most powerful and moving course I have ever attended in my entire professional career. Brian's vision and foresight has helped me deal with many difficult situations both personally and professionally."

**John Mahtani**  
Former Vice President, Warner Bros



# Reader to become a master leader?

Reach out to our team to book a demo to learn more about how the Leadership MASTER Diploma can transform leadership in your leaders, teams and organisation.

Book a Demo

Contact our Team

## Questions?

Our team is ready to answer any questions you might have regarding this diploma. Reach out to our team at [hello@www.oxfordleadership.com](mailto:hello@www.oxfordleadership.com) and one of our leadership consultants will be delighted to assist you or provide more information.

## Connect with Oxford Leadership

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