



**T-LEVELS**  
THE NEXT LEVEL QUALIFICATION



# Leadership Development Programme Welcome Pack



# Welcome

Dear participants,

Welcome to the Leadership Development Programme, part of the T Levels Professional Development (TLPD) offer. Delivered by Kings College London and ChangeSchool, the programme is a year-long change management project for participating T Level providers, intended to grow from small numbers at the residential into a team of leaders and teachers in your institution, united in a common approach to making changes in the organisation.



T Levels are a genuine change. The considerable increase in teaching hours, content expectations, and industry involvement create new demands and challenges. Even if 'only' thirty per cent of your learners will be on a T Level, there is real work to be done and real change to enact. This can't be dodged, and if it is done 'to' staff, the evidence shows it is unlikely to succeed – we need to work together to bring staff with us on this journey.

With this in mind, Education and Training Foundation has worked with Kings's College London and ChangeSchool to design a structure that will truly help you work out what change needs to look like in your own organisation and reach your desired destination. Combined with wider CPD opportunities and networking across the TLPD landscape, providers on this programme have a golden opportunity to learn how best to shift the critical blockers they face while retaining the excellence and expertise they already have.

Paul Kessell-Holland  
Education & Training Foundation

Welcome to the programme. We are looking forward to working with you over the next twelve months as you and your colleagues embark on a process of transformational change. The development programme is designed to be interactive, community-driven and highly engaging in supporting you to drive change in your organisations. You will work with leading faculty, expert educators and change practitioners through the course of the programme, which commences with a Starter Workshop. At the same time you will have the opportunity to engage with and learn from your peers in other parts of the country who are experiencing similar (and perhaps different) challenges on the same journey. The team at King's Business School and ChangeSchool hope you find the programme useful, practical and interesting and look forward to meeting you soon.



Craig Robinson  
King's College London



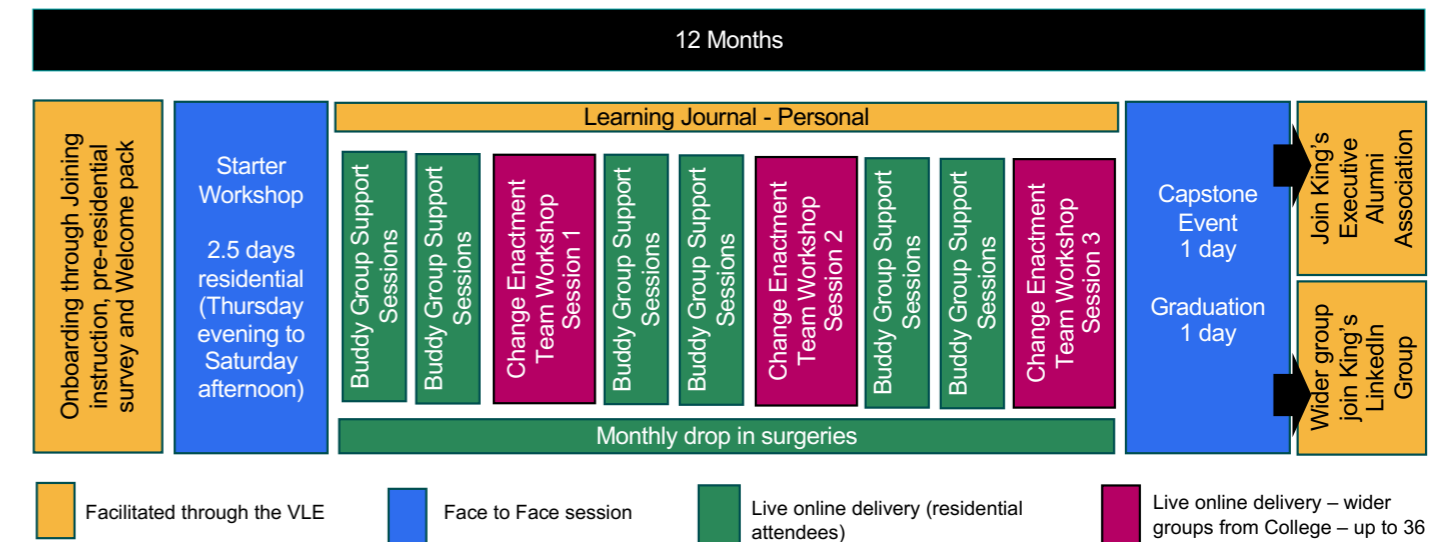
Viren Lall  
ChangeSchool

# Programme architecture

The T Levels Leadership Development Programme is designed to be interactive, community-driven and highly engaging in supporting you to drive change in your organisations based on cutting edge research, practice and implementation tools.

This leadership development programme is a year-long programme of interventions and events designed to support you in delivering your change objectives over the next year. During the programme, we will use various techniques to help you deliver the change you are seeking to drive in your organisations through a process of exploration, discussion, community building and reflection. While the programme is targeted at implementing T Levels, wider lessons will be drawn to assist you with future challenges and career development.

The programme commences with the Starter Workshop (weekend residential in March 2023) for cohort 3, 4 and 5 and in July 2023 for Cohort 6.



## The overall elements and the timeline of the programme

- Starter Workshop – The initial weekend residential for each cohort
- Buddy Groups – Several small groups of up to six participants each drawn from three institutions for each cohort
- Buddy Group sessions – Once a month online facilitated meeting to discuss action plans, challenges and successes
- Change Enactment Teams – Larger groups that participants will pull together from within their organisations to attend the three developmental online sessions held once a quarter.
- Drop-in Surgeries – Optional Open sessions for participants to drop in and to speak with experts
- Capstone day – The final day at the end of the programme that will bring together two cohorts at a time to celebrate the closure of the programme, share successes and case studies

# Meet your faculty



## Dana Minbaeva

Professor Dana Minbaeva is a Professor of Human Resource Management at King's Business School. Her research on strategic international HRM has appeared in such top international journals as Journal of International Business Studies, Journal of Management Studies, Human Resource Management, and many others. Dana has published over 50 articles in international peer-reviewed journals, numerous book chapters and reports. Dana is actively involved in the MBA and executive teaching at various European business schools. Previously, she has taught in Denmark, Kazakhstan, Russia, Lithuania, Kyrgyzstan, Finland and Germany and held visiting research positions in the UK, Ireland, Australia and Canada. Dana is a founder and research partner of Nordic Human Capital Advisory ApS. Dana will join us for a fireside chat on the residential weekend.



## Viren Lall

Viren Lall is an organisation transformation leader, an adjunct professor of management and an international executive education expert. He will be responsible for design and delivery and expert facilitation across the events. In executive education, Viren's experience in corporate and public sectors. He delivered the UK Cabinet office GREAT funded, open leadership programmes, funded by the campaign, to 5 GCC countries and the Royal Academy of Engineering's Leaders in Innovation Fellowships programme across 17 countries. He has taught organisational behaviour and change across several business schools and executive education programmes, including LBS and KBS.



## Jayne Carrington

Jayne leads the programme engagement team at ChangeSchool working across its international (Leader's in Innovation Fellowships) and domestic projects. Jayne is a widely respected thought leader in the health and wellbeing industry with over 30 years and two decades operating at the Board level. She was Managing Director of a highly respected UK EAP and Wellbeing company for 20 years and General Manager UK&I for the largest HR Career Management company at Manpower, winning an award for customer service and employee engagement. She regularly speaks at conferences and is a qualified Coach and Mentor and also a school governor.



## Craig Robinson

Dr Craig Robinson is Reader in Business Education at King's Business School, where he is Programme Director for the school's flagship MSc International Management. Craig has been teaching strategy and related subjects at all levels since joining academia in 2007. Craig has significant expertise in digital education, assessment and change within an educational environment, having led institution-wide work on the assessment before and during the Covid-19 pandemic and the merger of two university schools. He is a Senior Fellow of the Higher Education Academy, a Certified Management and Business Educator and a member of the Chartered Association of Business Schools International Committee.



## Neil Marshall

Neil is the training director for ChangeSchool. His unique strengths lie in needs analysis, delivery pedagogy, catering to individual participant needs and a custom approach to embedding learning for each individual and ensuring that coaching has clear goals for individual sign-posted growth plans. Neil ran the 14 entrepreneurship, and employability webinars across the GCC countries targeting the large UK trained Gulf Arab alumni through 2018. He also runs the pre-accelerator programme for graduate start-up teams at London South Bank University (LSBU was named entrepreneurial university of the year in 2016 by Times Higher Education).



## Kirk Plangger

Dr Kirk Plangger is Reader of Marketing at King's Business School. He will be an expert speaker for the buddy group sessions. He is a marketing management researcher specialising in consumer-led digital marketing strategy. His research explores how digital technologies mediate and change the buying process and how organisations should address these technologies. Kirk teaches his knowledge of buying and technology, marketing strategy, digital marketing and consumer behaviour, challenging students to apply academic concepts to practical challenges. He is also the Director of the Executive MSc in International Marketing programme. Kirk will join us for a fireside chat on the residential weekend.



## Jo Fowler

Jo Fowler is Interim Director of Professional Education at King's College London and on this project will be working as the reflective practitioner and design assurance across all events. Jo has held a variety of management roles in Further Education Colleges across a broad remit of Adult Worklessness, 14-18 vocational learning with a substantial contract, data and financial accountability for project-based learning and apprenticeships. As a senior leader and governor, led major programme reform, including the 14-18 diplomas, establishing UTCs, study programme reforms, BTEC reforms.



## Tim Sellick

Dr Tim Sellick, Client Director within the Executive Education team at King's Business School, specialises in designing and delivering custom programmes and will lead as Client Director to deliver this programme/ Tim was formally Level Authority for the CAM module suite for the Chartered Institute of Marketing and Module Course Director for the Customer Experience module, part of the CIM's Global Delivery Framework. Tim is a multiple award-winning case writer, authoring three winning cases in the EFMD's Excellence in Practice Awards. Tim is a Fellow of the Chartered Institute of Marketing, Chartered Management Institute, and Higher Education Academy.



## Martine Davies

Martine has set up alumni platforms, engagement and activities for the Royal Academy of Engineering, Cranfield University, KPMG, E&Y. She has advised several clients on how to get their alumni engagement efforts off the ground to vitalise their unique pool of social capital. She writes actively on communities and is an expert facilitator for ChangeSchool.

# Programme elements

After the starter workshops, there are a number of events and ongoing activities in the programme designed to support you through your organisational change programme.

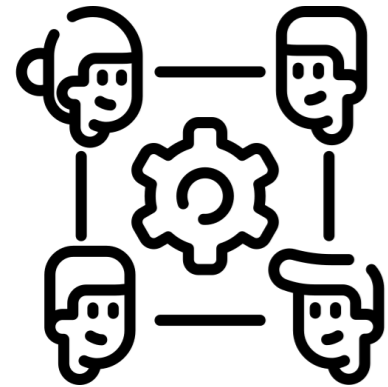
These are:



## Buddy Group Sessions

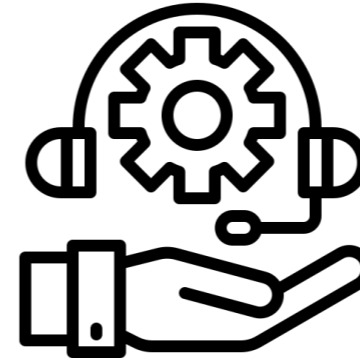
Buddy Groups are several small groups of up to six participants each drawn from three institutions for each cohort. Buddy Group sessions – Once a month online facilitated meeting to discuss actionable plans, challenges and successes. The objective of these sessions is to provide structured and ongoing space to discuss issues, test solutions and share good practice.

There will be six buddy group sessions for each group over the course of the programme. The first set of buddy group session slots will be shared after your starter workshop (residential).



## Change Enactment Team Workshops

These half-day online workshops will be run by expert faculty, covering core issues and challenges around the organisational change in depth. These sessions will involve a buddy group plus up to 8 to 10 additional members of their wider change enactment team drawn from the participating colleges. Colleges can decide who are best to join core participants in these workshops but we recommend it should involve as wide a group of change leaders in the organisation as possible. There will be three change enactment team workshops for each group over the course of the programme.



## Drop-in surgeries

Each month there will be a calendared drop-in surgery slot for participants to join if they wish to discuss issues with a member of the programme team. These will be optional online meetings with times and links published to your calendars. These sessions allow you to explore concepts and challenges in a fireside chat environment and is hugely beneficial as a peer learning activity. You will receive reminder emails about these sessions, and we strongly suggest you “save the slot” in your calendars so that you can have the option to attend when the need arises.

The first set of drop-in surgery slots will be shared after your starter workshop (residential).



## Capstone Event

This in-person one-day event will be held at the end of the programme at a venue arranged by King’s College London. Capstone is designed as a graduation-cum-celebratory community-building learning event. Within this capstone day, we will include:

- Academic input to drive engagement and interest
- Highlighting ‘bright spots, an awards ceremony by showcasing the best change programme from each of the four waves of the programme
- Create ongoing commitment through senior sponsor involvement, indicating the drive towards the next steps and the future

The objective of the capstone event is to allow us to profile leaders, present effective case studies, and develop the stories that will demonstrate impact across the sector in dealing with and leading enduring change while building a legacy.

# About us

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King's is a research-intensive University and draws upon its research to inform its teaching and executive education offerings. King's brings in high-end contemporary research and teaching in leadership, purpose, strategy and psychology from their academic body as well as sectoral expertise in FE. In addition, academics at King's Business School are leaders in their chosen fields are familiar with wider developments in areas such as strategy, leadership and organisational change. Lead academics specialise in creating purpose and meaning at the workplace, the value of behavioural insights, executive programme design, pedagogy and digital technologies).



ChangeSchool believes in the power of knowledge and skills to change society. Everything we do applies elite education for the benefit of everyone. ChangeSchool brings practitioner and delivery expertise, curriculum design using the wide body of leadership knowledge and a deep understanding of change and leadership requirements for change, managing complex transformations, and influencing. ChangeSchool London is one of UK's fastest-growing international education institutions, with programmes for executives and university faculty running in 34 countries. Faculty from 156 international universities in 19 countries have attended our faculty development programmes.



## Key contacts

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