



MORGAN JAMES LEADERSHIP PROGRAMMES

# 21st Century Strategic Leaders 2025

Leadership beyond boundaries

**morganjames**

[www.morganjamesconsulting.co.uk](http://www.morganjamesconsulting.co.uk)

# 21st Century Strategic Leaders

The leadership environment of today is more volatile, uncertain, complex and demanding than at any point in recent history.

So what characterises a 21st Century Leader?

Modern leaders need to have a clear vision, to create the conditions for growth, work collaboratively and inspire trust in those around them. Such skills must be underpinned by resilience, authenticity, agility and emotional intelligence.

And this is where our dynamic, highly practical and engaging 21st Century Strategic Leaders Programme comes in.

The 21st Century Strategic Leaders Programme provides you with the opportunity to evolve, update and adapt how you lead your business. It draws on lessons from small, medium, large and global businesses, and brings insights and examples from academia, psychology, NGOs, sport, and the military. The emphasis is on active curiosity, using your own leadership challenges as vehicles for learning.



## Who is it for?

- CEOs, MDs and owners of SMEs
- Board level directors and key decision makers
- Graduates of Goldman Sachs 10,000 Small Businesses Programme
- And the highest of your high flyers

## What does it include?

This 9-month programme launches with a detailed pre-course diagnostic and psychometric assessment. This is followed by monthly modules including:

- 2 online webinars
- 8 face to face full day workshops in central Manchester
- Work-based projects to embed the learning back into your business
- A programme review and celebratory graduation with certificates and trophies

See next page for dates and full details of the programme.

Early Bird Rate  
(for bookings before 27th June 2025)

**£3,850.00 + VAT PP**

Full Rate  
(for bookings after 28th June 2025)

**£4,350.00 + VAT PP**

25% deposit with interest free monthly payments available. To register your place contact

**Rachel@morganjamesconsulting.co.uk**

Our exceptional team of facilitators and leadership coaches have collectively built and sold businesses and worked with tens of thousands of leaders of world and nationally renowned brands, award winning SMES, charities and start-ups over the past 20+ years.



## What does it include?

Situated in the centre of Manchester and less than a 15 minute walk from Piccadilly Station, all face to face modules will be held at The Studio, a bright and spacious purpose built conference centre with excellent buffet lunches and refreshments which caters for all dietary requirements.

[Check out the venue here](#)

It's got fantastic spaces and break out areas, exceptional food and is easy to access – parking in Dale Street and Little Lever Street only a 10 minute walk away.





# 21st Century Strategic Leaders

## What will you learn?

### Strategic Thinking and Foresight

Ability to anticipate market shifts, identify long-term opportunities, and align strategy with future trends.

### Agile Leadership and Decision-Making

Skills to lead through uncertainty, adapt quickly to change, and make data-informed, yet human-centred decisions.

### Emotional Intelligence and Self-Awareness

Enhanced self-regulation, empathy, and relationship-building for more effective team and stakeholder engagement.

### Building and Leading High-Performance Teams

Practical frameworks for fostering trust, accountability, and collaboration across diverse and remote teams.

### Digital Literacy and Innovation Mindset

Understanding of emerging technologies and how to leverage digital tools to drive innovation and growth.

### Values-Driven and Ethical Leadership

Ability to lead with integrity, purpose, and a clear set of guiding values in an increasingly transparent world.

### Stakeholder Engagement and Influence

Advanced communication, negotiation, and storytelling skills to influence internal and external stakeholders.

### Resilience and Wellbeing for Self and Others

Techniques to build personal resilience and promote sustainable performance cultures





Module	Content	Date	Time	Facilitator	Format
<b>Leadership Diagnostic</b>	<b>Diagnostic:</b> MBTI Behavioural Psychometric and Pre-Course Leadership Assessment Completion	September 2025 (W/C 8th Sept 2025 )	N/A	Programme Director	Online Questionnaire
<b>Module 1</b>	Getting to Know You, Programme Introduction & <b>Visionary Leadership in Uncertain Times</b>	Thursday 9th October 2025	9.30a.m. – 5.00p.m.	Lily Newman & Mike Ode	Face to Face
<b>Module 2</b>	<b>The 3 Agendas of Leadership</b> & the Value Building Behaviours for Effective Communication	Thursday 6th November 2025	9.30a.m. – 5.00p.m.	Mike Ode	Face to Face
<b>Module 3</b>	<b>Understanding Difference &amp; Relationship Management:</b> Adaptable Leadership for Greater Team Engagement	Thursday 4th December 2025	9.30a.m. – 5.00p.m.	Lily Newman & Elizabeth Soehren	Face to Face
<b>Webinar 1</b>	<b>Critical Lessons in Corporate Governance</b>	Friday 9th January 2026	9.30a.m. – 11.30a.m.	Dr Ann Mulhaney	Online
<b>Module 4</b>	<b>What's Your Strategy?</b> Delivering Your Change Initiative & Digital Literacy	Friday 6th February 2026	9.30a.m. – 5.00p.m.	Dr Ann Mulhaney	Face to Face
<b>Module 5</b>	<b>Resilience &amp; Ethical Leadership</b> Mental Robustness, Business Ethics & Stakeholder Management	Thursday 5th March 2026	9.30a.m. – 5.00p.m.	Alex Firmin	Face to Face
<b>Webinar 2</b>	<b>Managing the Minefield of Employment Law</b>	Friday 20th March 2026	9.30a.m. – 11.30p.m.	Andrew Leakey	Online
<b>Module 6</b>	<b>Your Talent Management Strategy:</b> Recruiting, Retaining & Managing Great People	Thursday 16th April 2026	9.30a.m. – 5.00p.m.	Lily Newman, Matt Aistrup & Gemma Ryan	Face to Face
<b>Module 7</b>	<b>Making an Impact:</b> Creativity, Innovation & Continuous Improvement	Thursday 7th May 2026	9.30a.m. – 5.00p.m.	Lily Newman & Mark Vigil	Face to Face
<b>Module 8</b>	<b>Grow, Sustain or Exit?</b> Plus, Pulling it all Together – Preparing Your Graduation Presentations	Thursday 11th June 2026	9.30a.m. – 5.00p.m.	Lily Newman & Visiting Entrepreneurs	Face to Face
<b>Graduation</b>	<b>Programme Review, Presentations and Celebratory Lunch</b>	Thursday 9th July 2026	10.30a.m. – 3.00p.m.	Delegates, facilitators & sponsors	Face to Face

**Working with Morgan James has enabled me to develop a team that can run the business...**



# Your Programme Delivery Team



## Lily Newman

### **Morgan James' Founder and Behavioural Strategist**

Lily is a behavioural strategist and leadership consultant with 25+ years' experience of building better businesses and stronger teams. Lily has worked with over 3000 business leaders, helping them to understand, communicate with and influence their staff, stakeholders and audiences more effectively. A behavioural and brand development specialist, she also works with companies to help them develop 'value building behaviours' within their workforces, ensuring that brand values get off the paper and into the culture of their businesses.



## Dr Ann Mulhaney

### **Leadership Development and Organisational Change Specialist**

Ann has a PhD in Organisational Transformation from Loughborough University and has a passion for supporting businesses and individuals to achieve their full potential. With 25 years' experience in business development, consultancy, executive coaching and leadership development, Ann has worked with hundreds of small and medium sized businesses across all sectors and many large corporates, blue chip companies and social enterprises.



## Mike Ode

### **Leadership and Management Development Specialist**

Mike has worked with leaders and senior managers across most sectors for the past 15 years and loves working with his clients to create bespoke programmes that are challenging, engaging, but most of all memorable. Mike's philosophy is a simple one, treat people well, involve them in decisions, create psychological safety, trust them and most importantly as a leader, be humble and authentic. Mike's natural ability to put individuals at ease makes for an extremely enjoyable, stimulating and safe environment for all our clients to learn and perfect their skills.



## Elizabeth Soehren

### **Senior Associate and Behavioural Specialist**

Elizabeth is an organisational development specialist, trainer and coach with over 30 years of experience helping organisations improve performance through the development of their people and processes. Elizabeth has experience as a business owner who has worked with SMEs and global organisations.





## Alex Firmin

### Senior Leadership Consultant

Alex is an experienced leadership and education consultant working across all sectors, with clients including Raytheon, KPMG and Barnardos. Alex holds three master's degrees: Educational Innovation, Psychology, and Occupational Psychology, and is slowly working towards a PhD to further develop his knowledge and understanding of social and behavioural science. In his spare time, Alex is kept busy by his two children and two labradors!



## Mark Vigil

### Creative and Strategic Marketing Specialist

With 18+ years experience as a marketing professional, Mark has been running his own marketing agency since 2013. He combines this with a passion for comedy and performing and applies the principles of improvised comedy and sketch comedy to enhance creativity and help our clients to build more creative brands.



## Andrew Leakey

### Legal Expert

Our legal expert, Andrew is a hugely experienced litigator and problem solver. He has lead teams across several legal disciplines and provides valuable input as a non-executive director since 2002.



## Matt Aistrup & Gemma Ryan

### Creative Advisors & Business Actors

Matt and Gemma are our fantastic team of business actors, both with reputations for conveying great depth of character and authenticity in a wide range of role plays and scenarios that we develop with them and deliver as part of our communication and people management workshops and programmes. They have built a reputation for bringing authenticity and realism to the roles they play.



## Rachel Roberts

### Office and Programme Manager

Possessing exceptional organisational and project management skills, Rachel is the beating heart of the office, responsible for coordinating all coaching and training programmes and providing support to our delegates and the delivery team.

# Registration Form

DELEGATE 1 (Full Name)	
Company and position held (if applicable)	
Contact details (email and mobile)	
DELEGATE 2 (full name)	
Company and position held (if applicable)	
Contact details (email and mobile)	
DELEGATE 3 (full name)	
Company and position held (if applicable)	
Contact details (email and mobile)	
NAME OF SPONSOR IF APPLICABLE (CEO, MD or company director):	
Contact details (email and mobile)	
NAME AND ADDRESS FOR INVOICING	
COMPANY REGISTRATION NUMBER (if a limited company)	

Please copy this form if you have more than 3 delegates attending from your organisation.

## Declaration

I would like to register the above named

Signed (name of delegate/sponsor/or company director):

Date:

Print Name:

Email:

Telephone:

Please complete and scan this form and return it to: [Rachel@morganjamesconsulting.co.uk](mailto:Rachel@morganjamesconsulting.co.uk)

Please ensure that you return it by 27th June 2025 if you wish to qualify for the early bird rate of £3850 + VAT (a discount of £500 from the full rate of £4350 + VAT). A 25% deposit is required to secure your place on the programme. Please let us know if you would like to arrange monthly payments for the remaining cost.



# Proudly supporting ACT4AFRICA

Registered charity no. 1092074

# 15%

of the profit of this programme  
is donated to Act4Africa –  
saving lives and creating  
livelihoods in Uganda



“I have absolutely loved every second of it. It’s definitely provided me with exactly what I needed – the perfect balance between support and challenge. The thing that makes the Morgan James Programmes stand out from the rest is everything is geared towards the practical application of the leadership learning back into your business. As a result, we’ve re-branded, re-structured and have a new strategy that has underpinned our growth and success over the past 18 months. If you’re considering investing in this programme I would say ‘do it!’ ... I know it’s an investment you won’t regret”.

**John Quinton-Barber, CEO, Social**

**To find out more call 01606 883383 or email the Programme Manager:**

**[Rachel@morganjamesconsulting.co.uk](mailto:Rachel@morganjamesconsulting.co.uk)**

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