

Phase	What happens?	Outputs	Value Delivered
Project Kick-off	<ul style="list-style-type: none"> Cateye & client discuss background to the demand for a leadership development programme Relevant information is shared Outline scope is produced and approved 	<ul style="list-style-type: none"> Scoping checklist complete Agreement and T&C's in place Client purchasing process sign-off 	<ul style="list-style-type: none"> Mutual clarity of expectations
Scoping & Engagement Business Focus Individual Focus	<ul style="list-style-type: none"> Engagement with senior stakeholders to further identify business aims and the capacity & commitment to support Programme steering committee established (Steering co) Approach to candidate selection (readiness for development) and communication process detailed Candidate selection process commences Candidates undergo selection process in conjunction with line managers Top (most ready) candidates selected 	<ul style="list-style-type: none"> Communications plan Roughly constructed Business POC (Purpose, Outcomes, Commitment statement) Clearer metrics Initial communications to stakeholders Individual POC & success metrics for each selected candidate Business POC finalised Readiness recommendations for candidates not selected 	<ul style="list-style-type: none"> Greater readiness from the business regarding what is being undertaken Increased commitment from key stakeholders Most suitable candidates identified Greater readiness from the business and each candidate People motivated and engaged even if not selected
Alignment	<ul style="list-style-type: none"> Steering co agrees approach to design & delivery of development activities Selection & up-skilling of faculty (internal & external) Event to launch to full cohort Learning groups created (groups of 6) with allocated mentors / leaders Project parameters scoped Alignment conversations & in-group contracting 	<ul style="list-style-type: none"> Design and delivery plan Group development contracts Aligned group & individual development plans Draft plan of development activities for each group 	<ul style="list-style-type: none"> Internal faculty developed to be better leaders Greater engagement in the programme & ownership for learning Understanding the value of outside-in thinking to the business
Development Activities	<ul style="list-style-type: none"> Blend of activities – ‘campfire’ sessions; outside-in thinking via business site visits & external speakers; ‘heat’ sessions; group projects; book clubs; digital learning; etc Internal mentor leads each group’s journey, supported by a Catseye Facilitator Steering co meeting & interventions (where necessary) Re-run metrics 	<ul style="list-style-type: none"> Steering co interim reports & findings Individual progress updates against POC (qualitative and quantitative) Results from projects undertaken 	<ul style="list-style-type: none"> Strong engagement and interest in the programme ‘Campfires’ bring outside-in thinking and external relationships Internal mentors improve their coaching skills
Momentum	<ul style="list-style-type: none"> Closing event Future development plans & goals agreed Re-run POC & other metrics to see progress vs goals Steering co reports to key stakeholders 	<ul style="list-style-type: none"> Development & progression plans Revisit of metrics Recommendations for next running 	<ul style="list-style-type: none"> Progression continues outside the programme Business recognises ROI