

ASPIRING LEADERS PROGRAMME IMPACT CASE STUDY

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As a senior manager, Sasha line manages two members of staff who participated in the Aspiring Leaders Programme developed by our EDI and Culture Steering Group (ECSSG). Both individuals stepped into leadership roles without direct managerial experience.

The programme was designed to support people from the Global Majority to develop their leadership and management proficiency. 100% of participants felt better equipped to embody the presence of a leader and handle challenges when they arise.

From the outset of the programme, I observed a rapid shift in confidence and autonomy. Within just a few sessions, both managers began owning their leadership roles more assertively.

Previously, they sought frequent direction; post-training, they approached me with well-considered solutions, just seeking approval or feedback.

I think a significant outcome was the recognition of shared challenges within the safe, reflective space the programme created. They both realised their experiences were not personal but part of broader societal issues.

This collective understanding alleviated imposter syndrome and helped them embrace their strengths.

There was a situation where their skills were tested with a challenging



external meeting involving a partner organisation. When faced with unprofessional behaviour from a senior external stakeholder, one of the managers demonstrated remarkable professionalism. She reported the incident through the appropriate internal channels, drafted clear, respectful communications, and initiated a formal resolution process.

These are actions she would have previously felt unsure about undertaking independently. Her ability to advocate for her team and maintain professionalism under pressure showed that the programme had made a huge difference!

Beyond external interactions, the training reshaped how both managers engaged with their

teams. They developed a stronger sense of personal boundaries and leadership identity.

Instead of internalising challenges or doubting themselves, they approached team conflicts and dynamics with clarity and confidence. The programme's impact goes beyond technical leadership skills, it cultivates self-awareness, shared learning, and resilience.

Both managers have become more reflective, empowered, and grounded in their identities. I think their transformation is a testament to the value of investing in leadership development that is inclusive, reflective, and rooted in real-world application.

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“The way they are dealing with challenges is more self-assured. They are now more accepting of themselves and own their power.”

