



# DEVELOPING LEADERSHIP IN PRACTICE (DLiPT™)



The Strategic Leadership Programme  
for aspiring partners

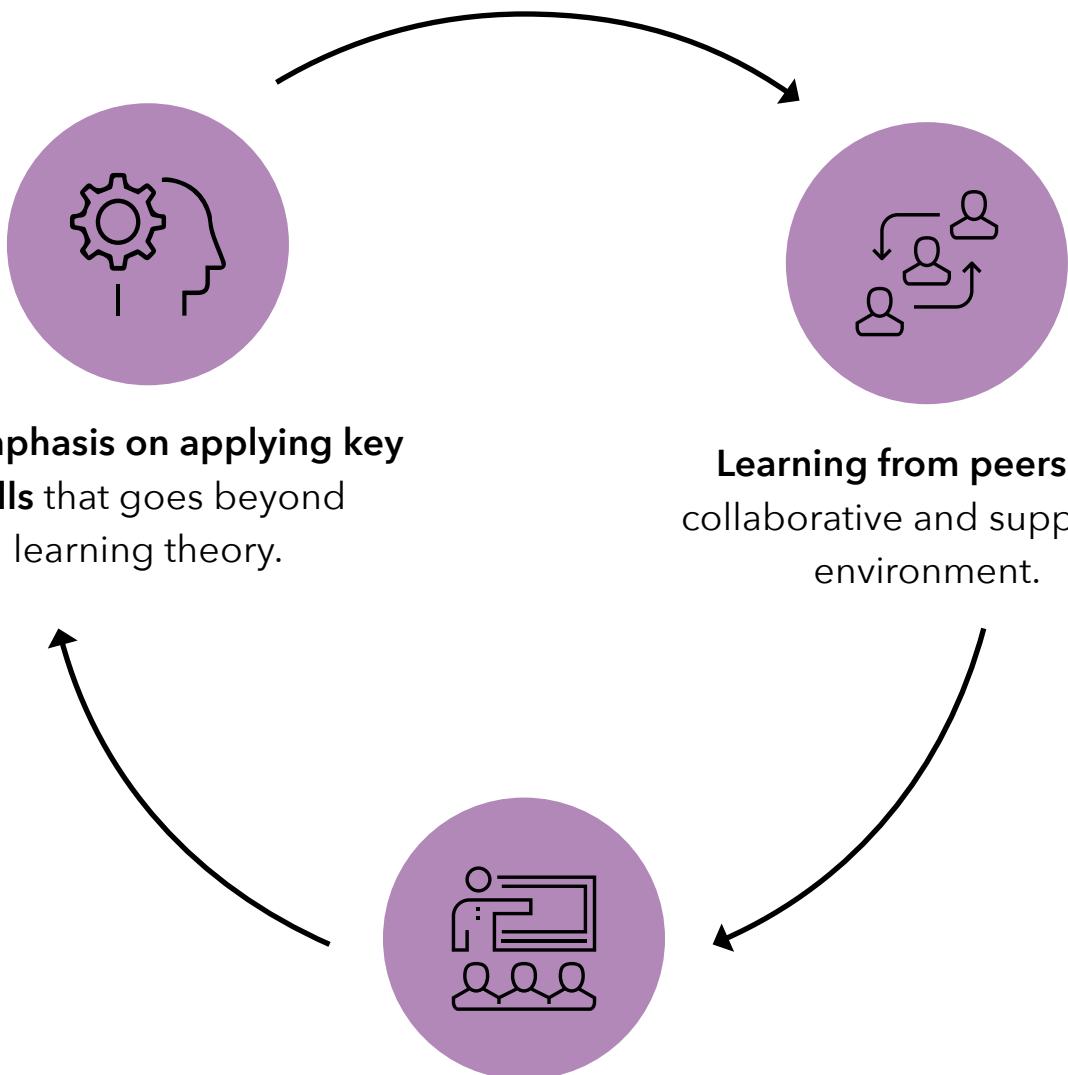


Transforming talented  
practitioners into commercially  
confident partners.

# RUN, LEAD AND GROW

Do you want to **run**, **lead** and **grow** your firm with confidence and authority? The ICAEW Developing Leadership in Practice (DLiP™) programme is designed to **help you on your journey**.

Through a combination of tools including exercises, group discussions and case studies, the DLiP™ programme delivers:



# WHO IS DLiP™ FOR?

Empowering the leaders of the future, DLiP™ supports newly-promoted and aspiring partners within the professional services sector.

Whether 18 months into their first partner role, or a career stage away from making the transition, DLiP™ supports participants on whatever stage of their journey.

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## SHAPING THE PARTNERS OF TOMORROW

With a multitude of benefits for new and emerging leaders, here are some of the ways DLiP™ can propel future partners on the path to success.

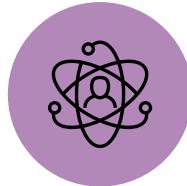
- **Master the art of a leadership mindset** – learn what it really takes to lead a firm successfully.
- **Harness your unique strengths** – learn how to effectively deploy your strengths as a partner.
- **Nurture your leadership skills** – learn how to inspire teams, grow clients and evolve your strategy.
- **Foster resilience and confidence** – learn how to bolster a peer network that offers challenge/support.
- **Hone your vision and strategy** – learn how to add value in your own way as a partner.

# FUTURE-PROOFING YOUR FIRM

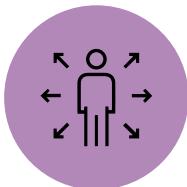
For firms seeking to invest in their prospective future partners, DLiP™ can offer valuable support during this crucial transition.



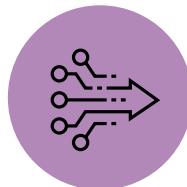
**Build a pipeline of credible successors** – learn how to shape future partner roles in a proactive way.



**Develop core leadership skills** – learn the skills needed to run, lead and grow the firm.



**Access the trends driving change** – learn to acknowledge and utilise current trends within the profession.



**Prepare partners for strategic challenges** – learn to support clients through digital change.



## The strategic leadership programme that unlocks the potential of future partners.

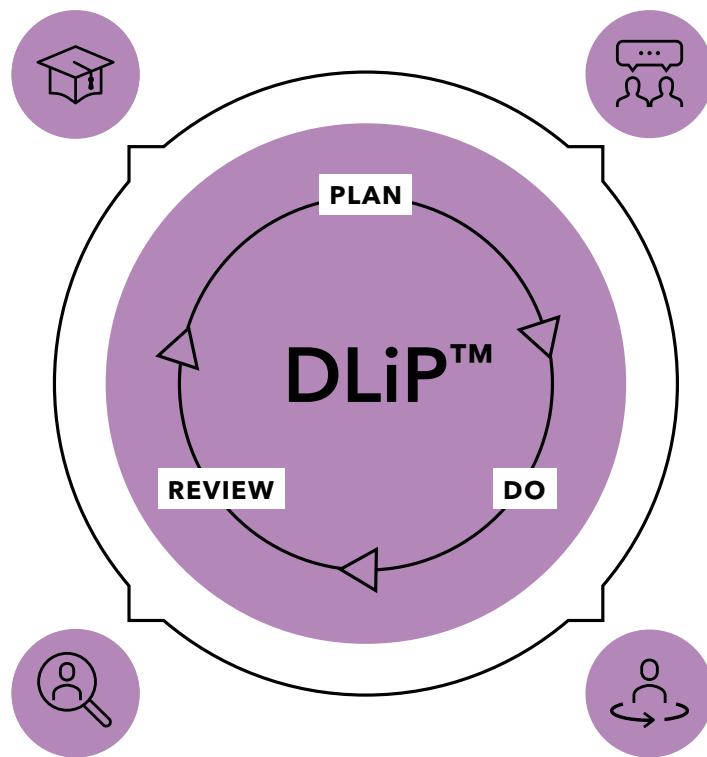
Achieved through a cycle of module-led workshops, invaluable coaching and peer learning - DLiP™ delivers enhanced insight to participants that is actionable and highly effective.

### PEER LEARNING

Develop deep trusting relationships with a peer group to provide ongoing support, challenge and feedback.

### ONE-TO-ONE COACHING

Participants receive one-to-one coaching by our highly experienced facilitators, enabling them to make better-informed decisions, and push the boundaries.



### MBTI (MYERS-BRIGGS TYPE INDICATOR)

Participants gain constructive insight on themselves, working with their facilitator to fully understand their MBTI results - and how to utilise them to bolster performance.

### 6-MONTH PLAN

Participants commit to their 180-day plan and share with the group at the end of Workshop 4, before presenting to their workplace sponsor partner(s).

# A FLEXIBLE PROGRAMME TO HELP YOU THRIVE

Built to accommodate the schedule of participants, DLiP™ offers a flexible programme that enables participants to put their new tools and techniques into live practice. Held at four-week intervals, each workshop incorporates practical exercises, group discussions and case studies.

In-person workshops take place across a full day. 1-2-1 coaching arranged directly with the coach to take place in between workshops.

**This programme will give you up to 36 CPD hours in total.**

## DLIP SPRING COHORT TWO

MODULE	DATES & TIMES	DELIVERY
<b>Workshop 1</b> Ready For Partnership	<b>3 April</b> (09:00 - 17:00)	London
<b>Workshop 2</b> You as a Leader	<b>1 May</b> (09:00 - 17:00)	London
<b>Workshop 3</b> In Service to Your Clients	<b>5 June</b> (09:00 - 17:00)	London
<b>Workshop 4</b> A Sustainable Future	<b>10 July</b> (09:00 - 17:00)	London

## DLIP AUTUMN COHORT

MODULE	DATES & TIMES	DELIVERY
<b>Workshop 1</b> Ready For Partnership	<b>11 September</b> (09:00 - 17:00)	London
<b>Workshop 2</b> You as a Leader	<b>9 October</b> (09:00 - 17:00)	London
<b>Workshop 3</b> In Service to Your Clients	<b>13 November</b> (09:00 - 17:00)	London
<b>Workshop 4</b> A Sustainable Future	<b>11 December</b> (09:00 - 17:00)	London

## DLIP TAUNTON COHORT

MODULE	DATES & TIMES	DELIVERY
<b>Workshop 1</b> Ready For Partnership	<b>11 September</b> (09:00 - 17:00)	Taunton
<b>Workshop 2</b> You as a Leader	<b>16 October</b> (09:00 - 17:00)	Taunton
<b>Workshop 3</b> In Service to Your Clients	<b>6 November</b> (09:00 - 17:00)	Taunton
<b>Workshop 4</b> A Sustainable Future	<b>11 December</b> (09:00 - 17:00)	Taunton

# CONTENT THEMES AND LEARNING OUTCOMES

## 'READY FOR PARTNERSHIP'

Transforming leaders into partners, the first module explores the responsibilities of being a partner - and how participants can play to their unique strengths.



### Learning outcomes

In module one participants will:

- Broaden their understanding of the partnership role and explore the leadership and professional responsibilities needed from partners within their organisation.
- Develop a broad strategic perspective of the global, professional and business landscape in which their firm and the profession sit
- Identify their innate preferences, and those of their stakeholders to maximise their impact, understanding and communication style



## 'YOU, AS A LEADER'

Honing their unique vision and style, participants will receive tailored leadership coaching for the second module, learning how to mobilise and influence others.

### Learning outcomes

In module two participants will:

- Develop a deeper awareness of themselves as leader now and in the future, what has shaped them and their values and purpose
- Explore their personal leadership style and how they can flex and adapt to most effectively inspire, engage and work through others
- Understanding the drivers for motivation and develop their ability to motivate through the development of trusting relationships



## 'IN SERVICE TO CLIENTS'

For module three, participants will build on their value proposition and personal networking style - learning to drive positive change through their service to clients.

## 'A SUSTAINABLE FUTURE'

Articulating their vision and planning for the future, participants will receive thoughtful and pragmatic feedback from their peers for module four of the DLiP™ programme.

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### Learning outcomes

In module three participants will:

- Develop, share and critique approaches and ideas that will support their firm in developing strategic opportunities
- Understand the value proposition for their business and explore their role as a partner in business development
- Create a strategic network to support both personal and organisational growth

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### Learning outcomes

In module four participants will:

- Articulate their vision, incorporating their action plan to be shared with key sponsors
- Develop their ability influence others to drive forward change
- Create approaches and habits to develop resilience and support the wellbeing of themselves and their team

# YOUR DLIP™ FACILITATORS

**Adviser, consultant, thinking partner, sounding board, coach, challenger - a DLiP™ facilitator covers all bases.**

Sue, Cath and Julia have a wealth of experience in coaching individuals to reach their full potential across firms of all sizes, growing the programme to transform participants into commercially confident partners.

## **Sue Mitchell, FCA**



Sue is a highly experienced executive coach and facilitator with extensive experience and knowledge of the Professional Services sector. She supports leaders and teams across organisations to drive forward personal, team and organisational change, with a deep understanding of the leadership needs and strategic challenges that they face.

Sue brings an empathetic approach together with an ability to provide challenge, create clarity and enable tangible action.

## **Cath Harries, FCA**



Cath Harries is an Executive Coach and Leadership Development Consultant with over twenty years' experience working with global blue-chip companies, public organisations and high-profile charities including PwC, Cancer Research UK, Barclays, The Prince's Trust, War Child, CISCO and NATO.

Cath is a Professional Credentialed Coach (PCC) at ICAEW with the International Coaching Federation, and is certified in Standout and Strengths based coaching. She is both an NLP and MBTI practitioner, and draws on her Somatic Coaching practice - helping clients step out of autopilot to reconnect with the present.

## **Julia Robinson, FCA**



Julia is an Executive Coach and Leadership Development Consultant with over twenty years' experience of developing self-aware leaders and managers who thrive in and navigate organisational life maximising positive impact for the individual and the organisation. She often works with clients at career transition points helping them to bring their best self to work and create sustainable approaches to current and future business challenges.

Julia believes in and works with her client's potential to grow and refine the mindsets, sustainable behaviours and skills required of today and tomorrow's agile, resilient and resonant leaders.

# CASE STUDY – PARTNER

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## **Q. Past participants describe the DLiP™ programme as a transformative journey. How has it changed you?**

I feel I greatly benefited from the programme, becoming more confident, a more effective leader and developing a better ability to deal with and manage change in our firm and wider industry. Personally, it also provided me with a much clearer progression route to partner.

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## **Q. One unique element of DLiP™ is the coaching participants receive. How did coaching benefit you?**

Having never been coached before, I found the 1:1 coaching sessions with Sue very helpful. I found this to be one of the most useful aspects of the programme in terms of identifying the key areas for me to focus on and creating a clear progression pathway.

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## **Q. What's been your biggest takeaway from DLiP™?**

Overall I have a much greater understanding of how to be an effective leader and manage changes appropriately as they arise. Personally I also feel more confident and have a clearer understanding of the key areas I need to focus and progression route to partner.

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## **Q. Would you recommend DLiP™ to others?**

I would definitely recommend DLiP to others as I feel I have greatly benefited from the programme in both developing more effective leadership and management skills and helping my longer term career progression.

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**Sarah Riches**

Audit Director, Crowe UK LLP



# CASE STUDY - IN-HOUSE

**Top 20 firm MHA MacIntyre Hudson chose us to design and deliver a programme for the future leaders of their firm.**

High-performing senior managers were selected from across regional offices for an intense modular and coaching programme that challenged them to think and behave like commercial business leaders. Delegates left with a confident understanding of what it meant to be a partner in MHA, and personal strategies for them to achieve success in the role.

'The biggest benefit has been the mindset change. Individuals now realise they need to be working on the business rather than in the business. The focus for them is growth, clients and strategy rather than technical work, which is exactly the shift I was looking for.'



**Rakesh Shaunak,**

- Managing Partner and Group Chairman, MHA MacIntyre Hudson



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AND  
STRUTHERS**  
CHARTERED ACCOUNTANTS  
AND BUSINESS ADVISORS

**Crowe**

**HAZLEWOODS**  
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**Goodman Jones**

**Whitley Stimpson**  
CHARTERED ACCOUNTANTS AND BUSINESS ADVISORS

**KILSBY  
WILLIAMS**  
Chartered Accountants

**Gravita**

**MOORE Kingston Smith**

**Lubbock Fine**  
Chartered Accountants

# EMBRACE A NEW CHAPTER WITH DLIP™ ...

With the DLIP™ programme, your story starts here. We empower professionals to realise their leadership ambitions – wherever they are on their partner journey.

Together with a team of acclaimed coaches, we work to unlock each and every participant's true potential.

Whether in person or live online, invest in DLIP™ to fast-track the development of future leaders that drive your business forward.



"The all-encompassing programme has touched on so much, from self-reflection to outward business leadership styles and so much more! The programme has been both educational and cathartic. It sounds like a cliché but DLIP is definitely a journey that I would highly recommend aspiring leaders take."

**Simon Cunningham, Director at Moore South West**



"It was great to have time away from the office to properly think about me, the team and the firm. It was great to have the insight from others and share ideas. It was nice to know we are all in a similar position in much of what we do which does help with coping with the challenges we face. It was a really supportive environment to be in, which was down to Cath and Julia and the rest of the group who attended."

**Suzanne Headington, Partner @ Hazlewoods from the Feedback Survey in 2022**



"There are various specific actions I have already implemented (such as my approach to meetings and maintaining awareness of my own leadership style), but the course has also helped me to consider issues with a more strategic mindset and step into more of a business-owner view. I am still working on my 180 day plan, but hope to implement various internal processes to increase efficiency within my department and facilitate staffing."

**Stephanie Turner, Partner, Lubbock Fine from Feedback Survey in 2023 Autumn cohort**

## IN PERSON

**£4,950\***

All sessions will take place in person, with venue details provided in the joining instructions.

## IN-HOUSE

**Enquire for price**

We run DLIP specifically for your firm

## CONTACT US

\*Per person  
(excludes  
VAT)

+44 (0)207 920 3509  
academy@icaew.com  
icaew.com/learning-and-development/  
academy/leadership-development-  
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Chartered accountants are talented, ethical and committed professionals. There are more than 1.8m chartered accountants and students in the world, and more than 187,800 of them are members and students of ICAEW. All of the top 100 global brands employ chartered accountants.\*

Founded in 1880, ICAEW has a long history of serving the public interest and we continue to work with governments, regulators and business leaders globally. And, as a world-leading improvement regulator, we supervise and monitor over 12,000 firms, holding them, and all ICAEW members and students, to the highest standards of professional competency and conduct.

We promote inclusivity, diversity and fairness and we give talented professionals the skills and values they need to build resilient businesses, economies and societies, while ensuring our planet's resources are managed sustainably.

ICAEW is the first major professional body to be carbon neutral, demonstrating our commitment to tackle climate change and supporting UN Sustainable Development Goal 13.

We are proud to be a founding member of Chartered Accountants Worldwide, a network of 750,000 members across 190 countries which promotes the expertise and skills of chartered accountants around the world.

We believe that chartered accountancy can be a force for positive change. By sharing our insight, expertise and understanding we can help to create sustainable economies and a better future for all.

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**ICAEW**

Chartered Accountants' Hall  
Moorgate Place  
London  
EC2R 6EA UK

T +44 (0)20 7920 8100  
E [generalenquiries@icaew.com](mailto:generalenquiries@icaew.com)  
[icaew.com](http://icaew.com)



\* Source: CAW, 2020 - Interbrand, Best Global Brands 2019