Rise AV 2025 ELEVATE PROGRAMME

AGENDA

PROGRAMME DURATION: OCTOBER - DECEMBER 2025 (~6 WEEKS)

Week 1	**One online session:** • Virtual onboarding • Active learning group formation, mentor introduction and challenge allocation. • Mutually align on accountabilities and expectations of the programme.
Weeks 2-4	**Week 2: Build Your Leadership Strength** **Full-Day In-Person Event** **Purpose:** To strengthen your leadership capability and confidence by developing five essential leadership skills critical for success in today's environment: • **Finance for Non-Finance Managers:** Building Financial Confidence and Business Acumen • **Leading from Strength:** Discovering Your Personal Leadership Impact • **Fuelling Performance:** Inspiring and Motivating Your Team • **Mastering Powerful Conversations:** Delivering Impactful Feedback • **Leading to Thrive in Change:** Navigating Ambiguity and Transition NB: See synopsis of topics below This immersive day combines practical learning with interactive sessions to ensure you not only understand these concepts but feel confident applying them within your role.

Weeks 2-4	**Weeks 2–4: Real World Challenge: Apply and Sharpen Your Skills** Building on the foundations from the in-person event, the cohort will split into five groups – each focusing on one of the key leadership topics. • Each group will be assigned a Real World Challenge linked to their topic area. • Groups will be supported by an experienced AV industry mentor to guide their thinking and development. • These challenges will address real, current issues facing the industry, with a focus on developing practical, adoptable solutions. • Challenges will be introduced during Week 1, explored through learning during Week 2, and actively worked on in Weeks 2–4. • At the end-of-programme event, each group will present their recommendations to the wider cohort. This structure ensures that learning is immediately applied to real situations – helping you deepen your leadership skills while contributing to solutions that can benefit the wider industry.
Week 5	Virtual progress check-in and individual development focus.
Week 6	**Final In-Person Event: Present, Connect and Celebrate** This end-of-programme event brings the cohort back together for an engaging, interactive day focused on sharing learning, building connections, and celebrating achievements. **Key elements include:** • **Presenting with Presence and Impact:** A practical session, facilitated by professional actors, equipping participants with tools to communicate with confidence and authenticity during their final presentations. • **Real World Challenge Presentations:** Each group will present their proposed solutions to real industry challenges, with a focus on practical next steps towards adoption. • **Active Listening and Team Bonding:** A reflective session to reinforce active listening skills and strengthen connections within the cohort. • **Networking:** The event concludes with informal networking, providing an opportunity to build relationships and expand professional networks across the industry. This event marks both the culmination of the programme and a launchpad for ongoing impact beyond the cohort.

UNDERSTANDING THE MENTORS ROLE:

Each learning group is strategically matched with an experienced Mentor, a senior AV leader of all genders who is dedicated to your success. They will:

- Attend key sessions to provide continuity and gain valuable insights.
- Coach and Guide the Group Challenge: Help you navigate real-world problems.
- Share Strategic Insight and Lived Experience: Offer invaluable wisdom from their careers.
- Help Expand Your Professional Network: Open doors to new connections.

These mentors provide essential support, inspiration, and practical guidance throughout your Elevate journey.

READL-WORLD GROUP CHALLENGE TOPICS:

- **Leading from Strength: Discovering Your Personal Leadership Impact**

  - Uncover and leverage your innate strengths to cultivate an authentic and impactful leadership presence.
  - Understand how your unique style influences team dynamics and shapes engagement, enabling you to maximise your natural talents.

- **Fuelling Performance: Inspiring and Motivating Your Team**

  - Apply Daniel Pink's model of Autonomy, Mastery, and Purpose to unlock your team's intrinsic drive and sustained engagement.
  - Equip yourself with practical strategies to create an environment where individuals are motivated to excel and make meaningful contributions.

- **Mastering Powerful Conversations: Delivering Impactful Feedback**

  - Develop the confidence and skill to engage in 'real conversations,' including utilising the Radical Candour framework for honest and helpful feedback.
  - Using your impact, learn to transform challenging discussions into opportunities for growth, strengthening trust and accountability within your team.

- **Leading to Thrive in Change: Navigating Ambiguity and Transition**

  - Equip yourself to effectively guide your team through periods of organisational change and uncertainty.
  - Develop strategies to build resilience, maintain morale, and foster adaptability, ensuring your team thrives in an ever-evolving landscape.

- **Finance for Non-Finance Managers: Building Financial Confidence and Business Acumen**

  - This interactive coaching session is designed to demystify core financial concepts for managers who lack a formal finance background.
  - Through practical examples and real-world applications, participants will gain the confidence to engage in financial discussions, understand key business drivers, and make informed decisions that support their team's and organisation's success.

ABOUT THE PROGRAMME:

This programme has been thoughtfully designed in collaboration with Rise AV and Vilo Consulting, and will be delivered by Vilo Consulting, led by Lorna Bains— Managing Director at Vilo and Chief People Officer at disguise.
With a unique blend of in-house leadership and consultancy experience, Lorna brings a practical, no-nonsense approach to transforming people, teams, and organisations.

Vilo Consulting exists to power up leaders and teams, believing that workplaces thrive when people do. Vilo partners with organisations to design and deliver intelligent, creative, and results-driven people solutions. With deep expertise and a straight-talking style, Vilo tackles real-world challenges with clarity and commitment.

Under Lorna's leadership, the programme will focus on enabling transformation, accelerating individual and team development, and helping participants exceed their potential through hands-on, high-impact learning experiences.

IN COLLABORATION WITH:

https://viloconsulting.co.uk/   https://rise-av.com/