Navigator Programme 2027

Navigator, our year long inhouse leadership and management development programme. Now entering its tenth year, the programme supports managers to strengthen their existing management skills while continuing to develop as confident and effective leaders. This means not only building on **past** skills but creating opportunities to continuously improve in their role in the **future**, by attending a series of learning events coupled with a work-based project.

The next programme will run from January to November 2027. This gives you the opportunity to **refresh** your existing skills, **remind** you that whatever your experience, you still have things you can learn, and reassure you - you can do this!

9 years
Duration the programme has been developing talent across Glasgow Life

271
participants
Colleagues completed the programme

43%
in promoted posts
The programme has developed many future leaders

>> Programme Overview

The programme will be made up of interactive workshops (core and optional) and project work. The programme will culminate with a final presentation to other participants from your service area and a senior member of your Service Area team presenting the results of your individual projects. Participants must engage with all modules and learning to complete the programme.

>> Mandatory Modules:

Module 1 - Introduction to management and leadership (1 day)

Module 2 - Introduction to project management (½ day)

Module 3 - Introduction to performance management (½ day)

Module 4 - Decision making (½ day)

Networking event with our CEO open to all candidates (2 hours)

Module 5 - Personal brand and project updates (½ day)

Module 6 - Working through change (½ day)

Module 7 - Personal resilience (½ day)

Module 8 - Speaking and presenting with confidence (1 day). This is your opportunity to showcase yourself, your project and your learning on Navigator, with a 10-minute practice presentation.

>> Optional Modules: (Required to attend 2 of these)

Option 1: Running your venue (1 day)
Option 2: Workplace coaching (2 days)
Option 3: Priority management (½ day)
Option 4: Facilitating feedback (½ day)
Option 5: Conversational intelligence (½ day)

> **Prerequisite:** All applicants should have completed the Induction to Glasgow Life for New Managers (GOLD) e-learning.

>> Graduating from the programme

To pass and graduate from the programme all attendees will be required to achieve 75% or more. The overall pass made will be made up as follows:

- Attendance and contribution to workshops **= 40%**
- Put your learning into practice by delivering a real improvement project within your service **= 40%**
- Presentation at end of the programme = **20%** (this is based on presentation / communication skills rather than the outcomes of the projects which are included in the above elements)

>> Eligibility

To be eligible, applicants for the Navigator Programme must:

- Manage people and / or have a role where you have to influence stakeholders or across functions on a regular basis

>> Mentoring

As part of the programme, successful candidates will be given the option of a mentor or coach from Glasgow Life, (may be from the same or different service area).

>> Applications

Applications can be downloaded from the L&D pages of the intranet. Applications must be emailed to:
glLandDenquiries@glasgowlife.org.uk
no later than: **13 December 2026**

If you have any questions, please contact us on the above email address with your telephone number and we will give you a call.

>> What 2026 participants are saying

> Navigator helped me rebuild my confidence and recognise my ability to grow beyond my comfort zone.

> Navigator helped me step back from individual problems and think more strategically.

> The programme has encouraged me to explore new ways of working and collaborating.

> I learned the importance of adapting rather than rigidly following a plan when best practice does not fit the organisational context.

> Navigator reinforced the importance of creating dedicated space for reflection, personal development and strategic thinking.