



QUEEN'S  
UNIVERSITY  
BELFAST

WILLIAM J. CLINTON  
LEADERSHIP  
INSTITUTE

# LEADING YOUR ORGANISATION YOUR WAY



SHAPING  
A BETTER  
WORLD  
SINCE 1845





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# UNLOCK POTENTIAL. LEAD WITH PURPOSE. TRANSFORM YOUR ORGANISATION.

At the William J. Clinton Leadership Institute, we believe leadership is not one-size-fits-all. That's why we offer tailored, high-impact programmes designed around your organisation's unique challenges, goals, and ambitions.

Based at Queen's Business School in Belfast, we work in partnership with businesses, public sector bodies, and non-profits to co-create learning experiences that develop the skills, mindsets, and strategies needed to lead with confidence in an ever-changing world.

Whether you are looking to strengthen your leadership pipeline, drive cultural change, or equip your teams for digital transformation, our customised courses blend academic expertise with real-world business insight to deliver measurable, lasting impact.

**YOUR ORGANISATION. YOUR  
CHALLENGES. YOUR PROGRAMME.**

**Let's shape the future of your leadership,  
together.**



# WELCOME TO THE **WILLIAM J. CLINTON LEADERSHIP INSTITUTE**



**Professor Mark Palmer**  
Director of Executive  
Education  
UK and Ireland



**Professor Shuang Ren**  
Director of Executive  
Education  
International Markets

Our customised programmes are designed in partnership with you, ensuring that each course is tailored to address your organisation's unique challenges and ambitions. Whether you are building leadership capability, driving innovation, or preparing for future growth, we are committed to delivering practical, impactful learning experiences that make a real difference.

We invite you to explore how our bespoke leadership programmes can support your organisation's journey and help unlock the full potential of your people.



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# LEADERSHIP AND MANAGEMENT COURSES

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## FUTURE LEADERS PROGRAMME

The Future Leaders Programme supports aspiring leaders at the very first stage of their leadership development journey and those on graduate programme pathways. The course is designed to develop confident, people-focused and agile leaders, equipped to embrace change, drive performance and lead with a collaborative, open mindset.

This bespoke leadership journey is built around three core themes: Leading Self, Leading Others, and Leading the Organisation. Across a series of engaging, in-person workshops and experiential learning sessions, participants will enhance their leadership capability, deepen self-awareness, and forge meaningful connections with peers.

The programme combines interactive modules in leadership self-awareness, business and commercial acumen, finance essentials, project management, and digital transformation.

### DURATION:

11 days

### THIS COURSE IS FOR:

Aspiring leaders ready to take the first step on their leadership journey



## EMERGING LEADERS

The Emerging Leaders Programme is designed to elevate their leadership skills and advance their personal leadership journey. This immersive programme is tailored for managers and leaders who are looking to enhance their leadership abilities, increase self-awareness, and inspire their teams to achieve high performance.

Through this programme, they will gain a deeper understanding of who they are as a leader and develop the resilience needed to navigate challenges. You will learn how to lead individuals effectively, drive high-performing teams, and influence others within your organisation to create lasting impact. The programme has been specifically crafted for emerging leaders who manage other managers or senior professionals.

### DURATION:

5 days

### THIS COURSE IS FOR:

Team leaders, middle managers and rising high potential managers





## GET READY FOR CHANGE LEADERSHIP PROGRAMME

The Get Ready for Change Leadership Programme is designed to strengthen leadership capacity and equip managers to lead high-performing teams through periods of transformation. This interactive and reflective programme deepens self-awareness, enhances resilience, and empowers you to navigate the complexities of change with confidence and purpose.

Across a series of dynamic sessions, participants will explore the psychological and organisational challenges associated with change, learning how to develop critical insights, build coalitions of support, and create the conditions necessary for successful transition.

Ideal for leaders who are ready to elevate their impact and champion change with clarity, resilience, and strategic insight.

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**DURATION:**

3 days

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**THIS COURSE IS FOR:**

Leaders responsible for driving transformation and change in an organisation

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## SENIOR LEADERS PROGRAMME

The Senior Leaders Programme is designed to equip leaders with the skills, capabilities, and insights necessary to navigate the complexities of the modern workforce. This strategically led forward-thinking programme focuses on building trust, resilience, and adaptability to ensure that leaders can guide their teams through times of change and uncertainty.

The programme aims to foster greater self-awareness and confidence, empowering leaders to support their own growth and effectiveness. It focuses on strengthening and aligning relationships across senior leadership teams and management, ensuring effective collaboration in the face of disruption. Ultimately, this programme is designed to help senior leaders to respond dynamically to our dynamic environment, ensuring a vibrant and adaptable organisation.

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**DURATION:**

8 days

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**THIS COURSE IS FOR:**

Senior level leaders with strategic responsibilities

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# FINANCE FOR NON-FINANCIAL MANAGERS PROGRAMME

The Finance for Non-Financial Managers in the Digital Age programme is designed for current and aspiring managers and leaders who wish to broaden their financial knowledge, regardless of their prior experience.

This programme will empower you to confidently interpret financial data, enabling you to transition from being an expert in your field to an effective business leader. You'll gain practical skills to use financial information for evaluating business performance, identifying warning signs, and making informed decisions, such as those related to capital investment.

The programme also explores the impact of digital technologies on financial management, preparing you to stay ahead of developments in the finance function and understand the opportunities and challenges these changes bring for users of financial data.

## **DURATION:**

2 days

## **THIS COURSE IS FOR:**

Personnel at all levels who are keen on understanding the language of business financials and wish to broaden their financial knowledge.







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# OUR CHANGING WORLD

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# BUSINESS SUSTAINABILITY ESSENTIALS

**The Business Sustainability Essentials programme focuses on the key elements of sustainability, covering environmental, social, and economic dimensions.**

It equips managers with the knowledge, expertise, and practical tools necessary to foster a sustainable business model that not only addresses current challenges but also ensures long-term success. Through a combination of theoretical frameworks, real-world case studies, and practical applications, participants will gain the skills needed to develop and implement effective sustainability strategies, ensure operational integration, and improve corporate reporting and communication.

**DURATION:**  
2 days

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## THIS COURSE IS FOR:

Personnel at all levels who are keen on understanding the fundamentals of sustainability and integrating sustainable practices into their organisation and corporates

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# DIGITAL TRANSFORMATION AND EMERGING TECHNOLOGIES

**The Digital Transformation and Emerging Technologies Programme equips managers with the critical knowledge and practical tools needed to navigate and lead in a digitally driven world.**

Participants will develop a firm understanding of the digital landscape, Industry 4.0, and how to integrate digital transformation strategies into their business operations. The programme fosters an appreciation for the opportunities and challenges presented by new technologies, alongside promoting responsible, strategic use to enhance innovation, growth, and competitiveness. Ideal for mid- to senior-level managers and business owners, the programme provides a practical and comprehensive approach to digital adoption, empowering participants to lead transformation initiatives with confidence and foresight.

**DURATION:**  
2 days

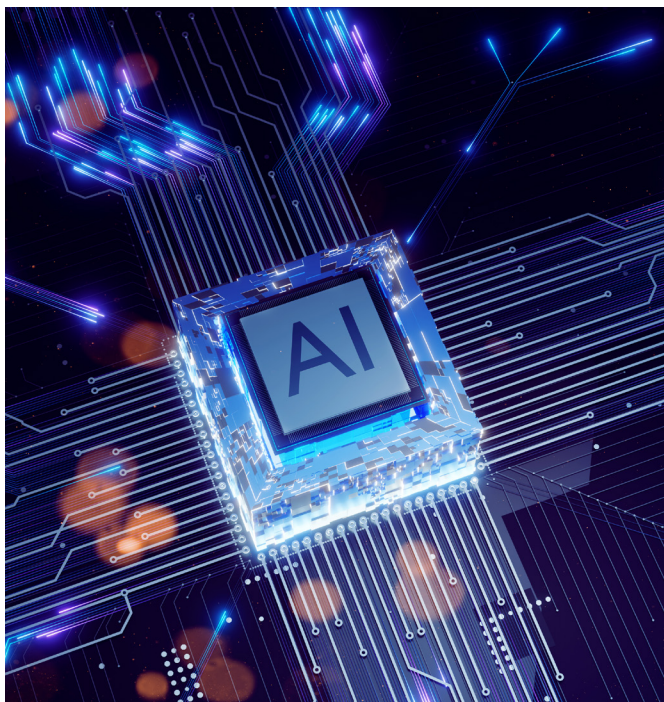
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## THIS COURSE IS FOR:

Managers wishing to gain a deep dive into digital transformation and walk away with a practical toolbox to lead digital disruption with confidence

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## BEYOND GenAI

This programme is designed to demystify one of today's most transformative technologies and empower non-technical professionals to lead AI-driven innovation with confidence. This practical programme offers the opportunity to explore how Generative AI can be strategically applied across areas such as marketing, customer experience, operations, and people management to create real business value.

Unpack key concepts behind large language models and other GenAI tools, while gaining hands-on exposure to practical use cases, responsible governance, and implementation strategies. You'll also develop a personalised AI roadmap to guide adoption in your own organisation.

Developed for busy mid- to senior-level professionals, this four-day blended learning experience is suitable for leaders from any sector who wish to understand, lead, and maximise the opportunities presented by Generative AI—ethically and effectively.

### **DURATION:**

4 days

### **THIS COURSE IS FOR:**

Mid-Senior level leaders







# TEAM FACILITATION

## FACILITATION SUPPORT SERVICES

We design and facilitate team events, workshops and retreats, developing environments where your team members can meet, reflect and think together about who they are as a team, assess how they operate and build alignment around what they need going forward for breakthrough performance. Or the focus may be on particular challenges or opportunities your team needs to consider such as setting future direction, clarifying roles and responsibilities, adopting a more collaborative approach, for example. We spend time clarifying with you what specific outcomes you want to achieve – and then design a process to achieve these. Core to our facilitation approach is creating a psychologically safe space where people feel able to speak up, voice their opinions and share their challenges – all of which impact positively on a team's performance, innovation, resilience and learning.

## LEADERSHIP AND FACILITATION

Most organisations, where they focus on leadership development, tend to look at individual effectiveness and ignore the huge potential of collective leadership effectiveness. We recognise that leadership impact is more than individual effectiveness - collective leadership drives organisational performance. Leadership is a social process that creates direction, alignment and commitment. Simply put, success as a leadership team is tied directly to your level of alignment on vision and direction; your agreement on key strategies; and how well you execute together. We believe that an organisation cannot outperform the collective effectiveness of its leadership. To support this, we facilitate leadership teams to take time to reflect together how they are playing their leadership role and determine what actions they will take to move the team to the next level of performance. Typically, this includes a combination of short content driven inputs, individual and collective reflection and building agreement on actions to take. Tools such as Insights Discovery psychometric and 360 assessments can also be used to support team development.





# HEAR FROM OUR ALUMNI



"The Finance for Non-Finance Managers programme exceeded our expectations. The content was clear, easy to follow and practical. The trainer's expertise and engaging delivery made the sessions both informative and enjoyable for

everyone that attended. Our managers left the sessions with a stronger grasp of financial concepts, the ability to interpret financial data and skills that will make an impact on our business."

**NICOLA CAWLEY**

**Lagan Services**

Finance for Non Financial Managers



"This programme empowered our leaders with the tools, strategies, and confidence to drive meaningful change, ensuring NIE Networks continues to deliver a sustainable energy system for all."

**BEN CUPPLES**

**NIE NETWORKS**

Get Ready for Change Leadership Programme



"The Emerging Leaders Programme will set you up for success. As you embark on your personal leadership journey, I urge you fully invest your time this week - put your heart and soul into it and most importantly, enjoy the experience!"

**ANNA MCSORLEY**

**EOS IT Solutions**

Emerging Leaders



At Camlin Group, we are proud to be starting this journey with the Clinton Leadership Institute, to deliver the Camlin Way Emerging Leaders Programme. This initiative is an important step in our ongoing commitment to growing a culture of continuous learning and leadership excellence.

At the heart of the Camlin Way is the belief that great leadership is about unlocking the potential of others – listening, learning, and leading with purpose. Through this programme, our emerging leaders will gain not only a deeper understanding of themselves, but also powerful insights into how they can better inspire and empower their teams.

The Clinton Institute brings world-class expertise that aligns with our values and ambitions. Together, we are equipping our leaders with the mindset and capabilities to shape the future of our organisation – and to sustain excellence at every level.

**PETER CUNNINGHAM**

**CAMLIN**

Emerging Leaders Programme





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# CONTACT US



## GET IN TOUCH WITH US:

Your relationship executive Rachel Lauder is available to support your team leadership development queries and your custom programme development plans.

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## How to get more information

Visit our website

[www.leadershipinstitute.co.uk](http://www.leadershipinstitute.co.uk) or contact us on **028 9097 4665**

or e-mail: [leadershipinstitute@qub.ac.uk](mailto:leadershipinstitute@qub.ac.uk)

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