

One of the key challenges for the Church of England is how we identify, train and resource leaders for the current and future challenges we face. There are various areas of work focused on developing leadership and strategic capacity. Some have a particular emphasis on addressing issues of under-representation within the leadership of the church.

Nurturing and Discerning Senior Leaders

'Nurturing & Discerning Future Leaders' seeks to stimulate learning and provide space for Bishops, Deans and those who have been identified as having potential for wider leadership roles to develop their capacity for leading strategic and transformative change. The work has become increasingly integrated with the wider programme of "Renewal and Reform".

Strategic Learning Community

Our Strategic Learning Community brings together senior clergy and staff from several dioceses to work together as diocesan teams, learn from other dioceses, reflect on their future, and plan what they need to do. This initiative is based on the recognition that in the rapidly changing environment and mission field of twenty-first century England, and in the context of Renewal and Reform, dioceses are addressing many challenges. They are at different stages in terms of their thinking and planning, but all have valuable experiences to share and plans to implement.

Senior Leadership Development

The introduction of a structured discernment and development programme for clergy who might be called to wider leadership roles in the future

Ongoing training and development is essential for every organisation. For the Church, Archbishops' Advisers for Appointments and Development (AAAD) is tasked with ensuring that existing - and potential - senior clergy are provided with tools for growth throughout their priesthood. We run and outsource programmes tailored for specific groups within senior leadership.

Core Programmes

- *Bishops' Leadership Programme*

Enabling Bishops in collegial working so they lead the life, growth and development of the Church of England.

- *Deans' Leadership Programme*

Equipping Deans to take up people and organisational leadership roles

- *Strategic Leadership Development Programme (SLDP)*

A multi-year programme designed to support the development of clergy identified as having potential for taking on significantly wider leadership responsibility in the future. The programme is also an ongoing process of leadership development as well as discernment, creating space and structure for participants to listen to the call of God in their ongoing ministerial development.

- *Turning Up The Volume*

Increasing the number of BAME clergy in senior appointments within the Church of England, the House of Bishops initiated TUTV in 2012.

TUTV aims to help prepare participants for posts of wider responsibility through building on each individual's strengths and insights, as well as enhancing their understanding of the local and national contexts of senior roles.

- *Nurturing and Discerning Senior Leaders: Programme for Traditional Catholic Clergy*

This programme's aim is to help participants think through the issues they need to consider as they explore whether a calling to a more senior leadership role might be for them. We will seek to enhance their understanding of the various roles and the nature of the contemporary calling from the Church to those called to serve in them. In addition, we will provide assistance with application forms and spend some time drawing out the catholic voice in mission. Our hope is that, following the programme, participants will be more aware of the challenges of senior leadership within the Church, better equipped to apply for them and aware of their own development needs as they prepare for them.

Additional Programmes

- **Gordon Cook Conversations**

- [Westminster Abbey Institute](#)

- [Windsor Leadership](#)

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