

building
better
together.



Management and Leadership Pathways Programme 2026



- ① Management Essentials
- ② Management Development
- ③ Leadership Essentials
- ④ Advanced Business Development Skills
- ⑤ Advanced Leadership Skills

In partnership with



Management and Leadership Pathways Programme

Welcome to the UK200Group Pathways Programme - a modular, integrated, and developmental series of workshops to support member firms in the modern, hybrid world. The Programme aims to address the specific management, leadership and business development skills which team members need as they progress along their respective career pathways.

The Programme will help UK200Group member firms recruit and retain high-quality talent and assist them in addressing their internal succession challenges.

	Module	Date	Consultant	Suggested Framework
1	Management Essentials Part 1 Management Essentials Part 2 Pathways Progress Review (PPR) OR Management Essentials Part 1 Management Essentials Part 2 Pathways Progress Review (PPR)	4 February 2026 5 February 2026 24 March 2026 4 June 2026 30 June 2026 6 August 2026	DG DG DG KD KD KD	First Module
2	Module 2 Pathways Programme Review (PPR)	23 April 2026 3 June 2026	DG DG	12 months after Module 1
3	Leadership Essentials Pathways Programme Review (PPR)	4 March 2026 30 April 2026	TS TS	12 - 24 months after Module 2
4	Advanced Business Development Skills Part 1 Advanced Business Development Skills Part 2 Pathways Programme Review (PPR)	17 June 2026 18 June 2026 21 July 2026	MS MS MS	12 - 24 months after Module 3
5	Advanced Leadership Skills Part 1 Advanced Leadership Skills Part 2 Pathways Progress Review (PPR)	29 September 2026 30 September 2026 4 November 2026	MS MS MS	12 - 24 months after Module 3

All workshops will take place face-to-face. The PPRs will be held virtually, where each delegate will be provided with an allotted timeslot with the consultant. The consultant will already have access to the delegate's action plan.

Pathways Progress Reviews (PPRs)

We will also be offering delegates Pathways Progress Reviews (PPRs) between each module as they progress through the Programme. The PPRs are:

- > Confidential, one-to-one coaching sessions to help delegates deliver on their action plans following a period of reflection, practice and behavioural change
- > Designed to help your firm achieve an effective return on your investment in the UK200Group Pathways Programme
- > Held virtually with the Lead Consultant, who presented the module
- > An effective way to maintain momentum, accountability, and commitment as delegates make their way through the Programme.

Module 1

David Gallagher

Management Essentials

A two-part, two-day workshop designed to introduce participants to the core management skills they will need as they take their first steps into a management role.

Who should attend

Supervisors / Assistant Managers
/ New Managers / Managers

Part 1 Content - 4 February 2026

- > Stepping up to the role of manager
- > Dealing with the challenge of managing your peers
- > Flexing your management style to suit the situation
- > Managing yourself and your priorities
- > Recoveries - improving efficiencies
- > Dealing with interruptions assertively and proactively
- > Digital tools and techniques
- > Applying a proactive mindset
- > Getting the job done on time, to budget, and to standard

Part 2 Content - 5 February 2026

- > Communicating with clarity
- > Developing your assertiveness
- > Mastering the art of delegation
- > Briefing and training skills
- > Effective reviews and feedback
- > Managing client expectations
- > Client service essentials
- > Adding value on assignments

Module 1

Kaye Davis

Management Essentials

A two-part, two-day workshop designed to introduce participants to the core management skills they will need as they take their first steps into a management role.

Who should attend

Supervisors / Assistant Managers
/ New Managers / Managers

Part 1 Content - 4 June 2026

- > Stepping up to the role of manager
- > Dealing with the challenge of managing your peers
- > Flexing your management style to suit the situation
- > Managing yourself and your priorities
- > Recoveries - improving efficiencies
- > Dealing with interruptions assertively and proactively
- > Digital tools and techniques
- > Applying a proactive mindset
- > Getting the job done on time, to budget, and to standard

Part 2 Content - 30 June 2026

- > Communicating with clarity
- > Developing your assertiveness
- > Mastering the art of delegation
- > Briefing and training skills
- > Effective reviews and feedback
- > Managing client expectations
- > Client service essentials
- > Adding value on assignments

Module 2

David Gallagher

Management Development

(Suggested time frame 12 months after Module 1)

A one-day workshop which builds on Module 1 and develops participants' ability in managing their people and client portfolios.

Who should attend

Supervisors / Assistant Managers
/ New Managers / Managers

Content - 23 April 2026

- > Managing the team - different styles and motivating others
- > Understanding the people performance essentials
- > Coaching fundamentals and practice
- > Reviewing performance regularly and delivering constructive feedback
- > Keeping clients happy and seizing business opportunities
- > The role of business advisor

Module 3

Tim Sayers

Leadership Essentials

(Suggested time frame 12 - 24 months after Module 2)

A one-day workshop which builds on Module 2 and develops participants' leadership skills, helping unlock the potential of those who may become future partners or directors of their firm.

Who should attend

Managers / Experienced Managers /
Aspiring Directors / Aspiring
Partners

Content - 4 March 2026

- > Managing and leading - understanding the similarities, the differences, and getting the right balance
- > Understanding and adopting the right leadership styles, skills, and behaviours
- > Building and unlocking the potential in your team
- > Expanding your networks and your business development activities
- > Developing your role as the clients' trusted advisor

Module 4

Michael Siviter

Advanced Business Development Skills DAY 1

*(Suggested time frame 12 - 24
months after Module 3)*

DAY 1 of a 2-day advanced workshop which will focus on the knowledge aspects of business development principles covered in earlier modules.

Who should attend

Experienced Managers /
Directors / Partners

Part 1 Content - 17 June 2026

- > Review of current BD activities
- > Refresher of BD principles and skills covered in earlier modules
- > Enhancing your digital and F2F networking skills
- > Conducting effective prospect meetings
- > Creating and presenting persuasive proposals
- > Dealing with objections
- > When and how to negotiate
- > Reaching an agreement and closing the sale
- > Introduction to the Case Study
- > Reflection and action planning

Module 4

Michael Siviter

Advanced Business Development Skills DAY 2

*(Suggested time frame 12 - 24
months after Module 3)*

DAY 2 of a 2-day advanced workshop, which will focus on the practical application of business development principles covered in earlier modules.

Who should attend

Experienced Managers /
Directors / Partners

Part 2 Content - 18 June 2026

- > Review of Day 1
- > Case Study Part 1 - Networking scenario
- > Review, feedback, and coaching
- > Case Study Part 2 - Prospect meeting
- > Review, feedback, and coaching
- > Case Study Part 3 - Presenting the proposal
- > Review, feedback, and coaching
- > Final reflection and action planning

Module 5

Michael Siviter

Advanced Leadership Skills DAY 1

(Suggested time frame 12 - 24 months after Module 3)

DAY 1 of a 2-day advanced workshop, which will focus on a higher level of knowledge about leadership (both of yourself and of your team). This advanced workshop builds on concepts covered in earlier modules.

Who should attend

Experienced Managers /
Directors / Partners

Content - 29 September 2026

Self leadership

- > What is self-leadership?
- > Developing your personal resilience
- > Adopting the right mindset
- > Maintaining your focus and motivation
- > Handling pressure
- > Maintaining your wellbeing
- > Enhancing your influencing toolkit
- > Balancing your IQ v EQ v RQ

Team leadership

- > Review of principles covered in earlier modules
- > Self-audit: How am I leading my team?
- > Understanding team dynamics and development
- > Advanced coaching techniques
- > Leading your team through change
- > Reflection and action planning

Module 5

Michael Siviter

Advanced Leadership Skills DAY 2

(Suggested time frame 12 - 24 months after Module 3)

DAY 2 of a 2-day advanced workshop, which will focus on the practical application of the leadership principles covered in earlier modules.

Who should attend

Experienced Managers /
Directors / Partners

Content - 30 September 2026

- > Review of Day 1
- > Case Study 1 - Managing pressure
- > Review, feedback, and coaching
- > Case Study 2 - Handling difficult conversations
- > Review, feedback, and coaching
- > Case Study 3 - Team exercise
- > Review, feedback, and coaching
- > Final reflection and action planning

Consultants

Michael Siviter



Michael is Managing Director at 3QHub. He is a qualified accountant, management consultant and personal coach and

has worked in various roles within professional training and consulting, practice, and industry. He uses his expertise and experience to provide clients with a package of management and leadership support that meets their needs. Michael works with professional firms of varying sizes from one partner practices to top 20 firms.

He now spends most of his time leading the business but still enjoys the buzz of being in front of clients. He has an energetic and dynamic style when presenting and has the ability to develop a strong rapport with his audience, helping them learn quickly and effectively. He specialises in helping professionals develop their personal organisation, confidence, and communication skills whilst providing a fun and energised environment to learn and practice.

David Gallagher



David supports clients with management and leadership skills training and business coaching. He uses his vast

leadership experience in professional services to help others develop. He travels extensively throughout the UK, working with both professional accountancy and legal firms.

David qualified as a chartered accountant at Grant Thornton. He spent many years establishing himself on the Audit & Accountancy CPD circuit. In 2012, he moved to MHA MacIntyre Hudson, first as the firm's technical director before rising to technical and training partner. During his time, he managed the growth of the firm's technical and compliance team and helped to develop the firm's international network and global audit methodology. At 3QHub, David is the Technical Lead on our practical student programmes and works with firms throughout the UK, designing bespoke in-house training programmes.

Consultants



Kaye Davis

Kaye is a qualified accountant and business leader having worked in various senior positions within professional

training, accountancy practice, and industry. Her vast and varied career has involved roles at BPP, ICAEW, and Mercia. Known for her enthusiasm, she is passionate about sharing her knowledge and fostering a collaborative learning environment for delegates. She believes that 'you can never truly stop learning, there is always something else that can be gained, whether it be technical knowledge or behavioural skills.'

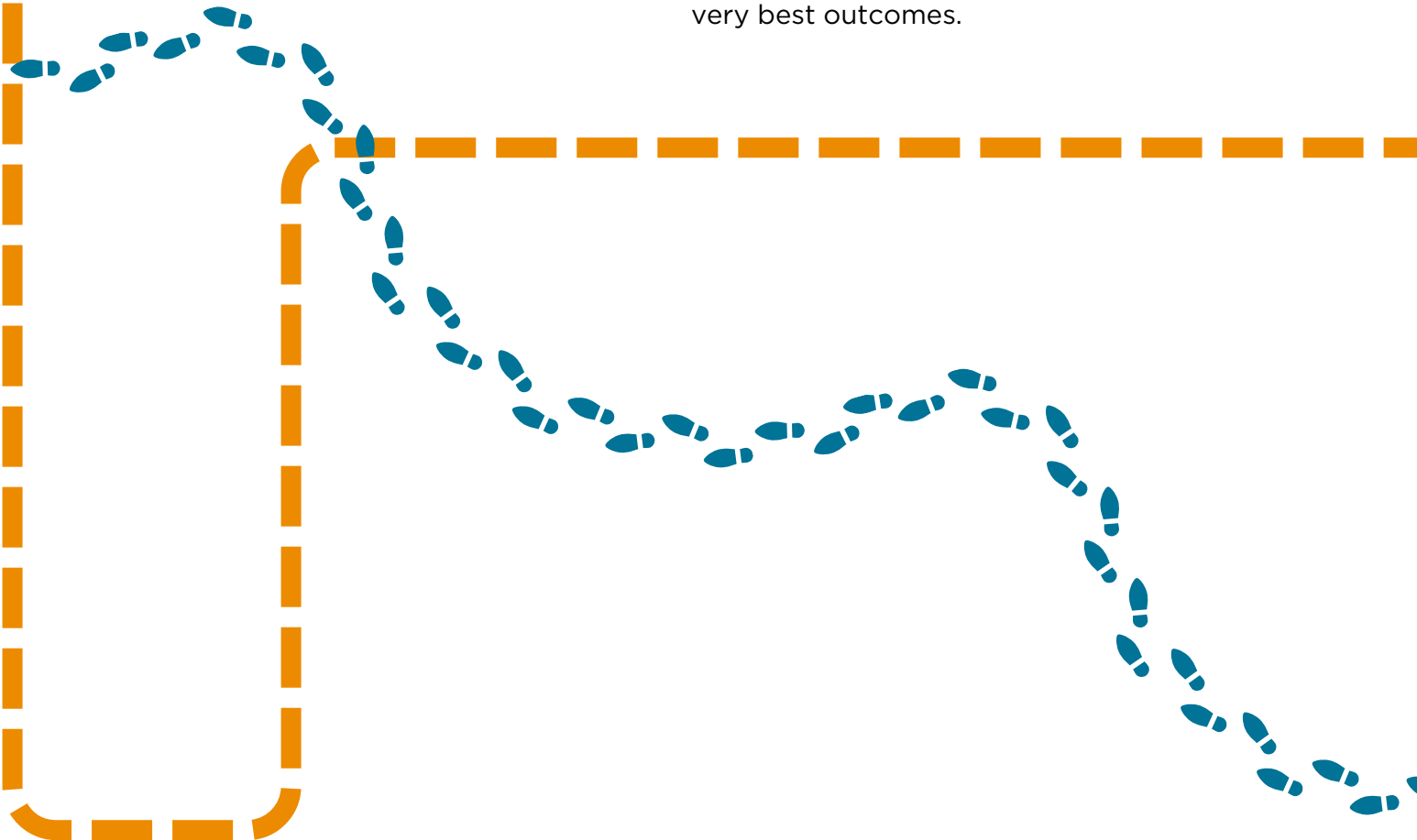


Tim Sayers

Tim has specialised in behavioural development for over 15 years and has acquired extensive experience in helping

leaders develop their emotional intelligence and effectiveness.

Tim spent nearly 30 years in corporate life operating at senior management and board level in both SMEs and large global organisations. At 3QHub, Tim leads on the management and leadership programmes and works with clients in a facilitation and coaching capacity. He has a deep passion for helping people understand their 'super-strengths' and develop their adaptability, in order to improve both their performance at work and their overall wellbeing. Tim's style is supportive and encouraging, helping people see the very best of themselves and know when to flex and adapt in order to get the very best outcomes.



For the attention of the HR Lead

The Programme has been designed to provide your team with the support they need to fulfil their own potential, to develop their teams and thereby help your clients and your firm achieve their respective goals. The Programme consists of a modular, integrated and developmental series of workshops addressing the specific management, leadership and business development skills team members need as they progress along their respective career pathways.

Action plans

Each Module will include action planning sessions where delegates are encouraged to identify specific takeaways from the session. To gain maximum benefit from the workshops, we would encourage your delegates to attend a Pathway Progress Review (PPR) with their Lead Consultant. The PPRs are confidential, one-to-one coaching sessions to help delegates deliver on their action plans. They are designed to help your firm achieve an effective return on your investment in the Programme and an effective way for delegates to maintain momentum, accountability and commitment as they make their way through the Programme. The consultant will have worked with your team member on the workshop and will have been provided with their action plan prior to the PPR session.

Programme attendees and timeframe

Delegates should leave a sufficient amount of time between the Modules to apply the knowledge and practice the skills they have learned. It is anticipated that participants will attend all Modules in the Pathways Programme; however, each Module has been designed so they can be attended on a stand-alone basis. For further guidance on selecting the right Module for your team members, please email Minna at mwoodward@uk200group.co.uk.

How to book

For further information and to book a place, please email Minna at mwoodward@uk200group.co.uk

Note:

We reserve the right to alter the Programme without prior notice.

Attendance Fee:

Modules 1 to 3: **£594**

Modules 4 and 5: **£714**

Rates are per delegate per day, inclusive of VAT, refreshments, and lunch.

Modules 1 - 4 are scheduled to take place in Central London.

Module 5 is scheduled to take place at Ellacotts' offices in Banbury.

Please refer to the registration form for full terms and conditions.

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A unique approach

> Developed by UK200Group members for UK200Group members in partnership with management and leadership specialists, 3QHub. The training will be directly relevant to the needs of member firms in terms of their similar size, their independence, and their progressive, commercial approach to doing business.

> Participants will attend modules with peers at a similar level of experience to enable them to network and learn from each other and share best practice.

> Participants will be required to complete preparatory work before each module to ensure they arrive prepared and primed to get the most out of the time invested. This also allows the training consultants to focus on the themes that are most directly relevant to the participants' needs.

> Participants will be required to develop personal action plans to bring their learning back into the workplace. They will also be provided with advice on how best to embed their learning through a variety of additional support tools, including workplace coaching and mentoring, work shadowing, reading online reference material, and additional training courses.

> The focus of the workshops will be on the management, leadership and business development skills team members need in order to become the all-round business professionals that set UK200Group members apart from their competitors.