

Leadership Development Programmes

SCHEDULED PROGRAMMING

2026

Summary of Leadership Development Programme offerings that can be delivered in-country upon request.



Leadership Development Programmes

The Caribbean Centre for Development Administration

1st Floor Weymouth Corporate Centre
Roebuck Street, Bridgetown, Barbados
T: 246-427-8535 • F: 246-436-1709
www.caricad.net

E: info@caricad.net

Leadership Development Programmes

Transformational Leadership Development Programme

Course Description: The Transformational Leadership Development Programme is designed to support the development of high-potential leaders, who ideally are being considered for succession to top-level leadership roles in public sector organisations. The programme is designed to help leaders develop their self-awareness, emotional intelligence, as well as develop greater effectiveness in leading their teams in complexity, across organizational boundaries and transformation.

Objectives: Throughout the programme, participants are progressively able to:

- Apply the tools and strategies introduced in each module to advance their leadership effectiveness organisationally, nationally, and regionally.
- Establish the inter-connectedness of the tools introduced in each module while developing a greater national and regional perspective.
- Translate and apply methodologies introduced throughout the Programme to their day-to-day work.

The Programme consists of four (4) core modules:

- Leading Self – Courage, Confidence and Authenticity
- Leading in Context and Complexity
- Leading through Others
- Leading Transformation

Methodology: This programme uses a virtual delivery model, inclusive of synchronous, experiential learning as well as asynchronous learning modalities. The learning is also complemented through the execution of a leadership stretch project supported through Action Learning, as well as a personal development plan supported through Executive Coaching.

Target Audience: This programme is targeted at direct reports to Permanent Secretaries/Chief Executive Officers, senior managers with significant levels of accountability/responsibility, potential successors for executive leadership roles across the public sector. Ideally, candidates should have at least a 1st degree from a reputable university, and a minimum of 5 years' experience at a middle management/senior level.

Other requirements for participation: Computer literacy is critical, as well as access to high speed internet/desktop computer or laptop with audio connectivity. Additionally, participants will be required to have the necessary time off to participate in all synchronous and asynchronous learning activities, in keeping with our Participant Engagement and Attendance policies. It is typically

Leadership Development Programmes

expected that candidates will be nominated and supported by their organisations; however open enrolment and self-funded candidates will also be considered.

Cost: USD\$3500 inclusive of training materials and tuition.

Duration: 6 months

Anticipated Date: (start date - February - July 2026). 3-hour Synchronous learning sessions will be held on Thursdays between 12:45 pm - 4:00 pm ECT.

Mid-Level Leadership Development Programme

Course Description: The Mid-Level Leadership Development Programme is designed to equip mid-level leaders with the leadership competencies required self leadership, team leadership, and leading for effective client services.

Objectives: The programme will cover these objectives:

- Who am I as a leader? - Understanding self, one's own leadership style and approaches, and how to build effective relationships.
- Who are we as a team? - Leading and developing one's team, and learning a variety of tools to build high performing teams.
- Who do we serve? - Analysing clients' needs and managing quality client service, fostering innovation in improving client service, and interpreting and implementing organisational strategy.

Methodology: This programme uses a virtual delivery model, inclusive of synchronous, experiential learning as well as asynchronous learning modalities. The learning is also complemented through the execution of number of group learning and reflective activities.

Target Audience: This programme is targeted at mid-level supervisors/managers/team leaders, with supervisory responsibilities. Ideally, candidates should have at least a 1st degree from a reputable university, and a minimum of 5 years' experience at a middle management level.

Other requirements for participation: Computer literacy is critical, as well as access to high speed internet/desktop computer or laptop with audio connectivity. Additionally, participants will be required to have the necessary time off to participate in all synchronous and asynchronous learning activities, in keeping with our Participant Engagement and Attendance policies. It is typically expected that candidates will be nominated and supported by their organisations; however open enrolment and self-funded candidates will also be considered.

Leadership Development Programmes

Cost: \$2000 inclusive of training materials and tuition.

Duration: 4 months

Anticipated Date: start date - September - December 2026). 3-hour Synchronous learning sessions will be held on Thursdays between 12:45 pm - 4:00 pm ECT.

Leading Change Workshop

Course Description: Change is said to be the only constant, and today's leaders are charged with leading a wide range of changes and transitions, in an environment of increasing local, regional and global complexity. This programme is designed as an intensive for executive leaders, to help them to address the complexities of leading change and transition in a structured, logical and sustainable manner.

Objectives: Participants in this workshop will:

- Develop a mind-set that shifts from resisting change, to accepting, welcoming, and being able to generate it;
- Learn a change process that they can then apply to their own organisation's change initiatives;
- Learn strategies to lead people through the different phases of their personal transition experiences;
- Develop strategies to shift organisational culture that may be naturally resistant to change;
- Be able to generate strategies for moving from the current state to a desired state;
- Learn how different organisational systems can be leveraged to bring about desired change; and
- Learn how to identify and engage stakeholders in a change initiative.

Methodology: This programme uses a virtual delivery model, inclusive of synchronous, experiential learning as well as asynchronous learning modalities. The learning is also complemented through the execution of number of group learning and reflective activities.

Target Audience: This programme is targeted at Permanent Secretaries, Chief Executive Officers of Agencies/Public Bodies, Managing Directors as well as senior leaders with responsibilities for leading complex sector-wide change initiatives. It is typically expected that candidates will be nominated and

Leadership Development Programmes

supported by their organisations; however open enrolment and self-funded candidates will also be considered.

Cost: USD\$1000 inclusive of training materials.

Duration: 4 days

Anticipated Dates: January 2026

Customised Programming and Services

Face-to-Face/Customised Delivery – Interested in having any of our virtual programmes delivered face-to-face and/or customized? We offer this service as well. For quotations and further information, please contact us at info@caricad.net. Also, to learn more about the other services provided by CARICAD, please visit www.caricad.net.