



ST JOHN'S GLOBAL LEADERSHIP DEVELOPMENT PROGRAMME

**COHORT 2:
INFORMATION FOR
APPLICANTS**



St John

International

What is St John's Global Leadership Development Programme?

St John operates around the world as a global family of local organisations. Together, all these organisations and the people working in them provide the services which deliver the mission of the Order of St John.

St John's Global Leadership Development Programme (SJ GLDP) is a values-led initiative to strengthen leadership capability across the global St John family.

SJ GLDP is about developing leadership approaches: the ability to adapt, inspire, and guide others in complex and uncertain contexts. Participants will be equipped to lead ethically, collaboratively, and strategically, rooted in St John's mission and values.

Our second iteration of SJ GLDP draws on the successes from our pilot in 2024. Over the course of the 18 months, participants will engage in experiential learning, peer collaboration, and applied leadership practice—developing the skills, confidence, and networks to lead with integrity and impact.

We are dedicated to investing in the growth and development of St John people at every stage of their leadership.

We provide opportunities, support, and resources to enable individuals to develop the skills, capabilities and mindset necessary to lead effectively in complex and changing environments.

Our leadership philosophy embraces inclusivity and diversity, ensuring that all voices are heard and valued in shaping our future.

SJ GLDP is not a course in management—it is a transformative journey in leadership.

Programme Overview



At St John, we invest in our people to empower them as leaders. Our leadership programme is rooted in the shared mission to be global leaders in first aid and community healthcare, guided by enduring values that inspire service, compassion, and excellence.

Core Principles of our Leadership Programme:

Distributed Leadership

- Leadership is not confined to formal roles but is a collective responsibility shared across all levels. We believe that every individual has the potential to lead with courage and purpose.

Courage to Create Change

- We cultivate leaders who are brave enough to take responsibility, share accountability and act decisively to improve the lives of those we serve.

Values-Driven Leadership

- Our leaders exemplify the timeless values of St John:
- Respect and kindness
- Unselfishness and devotion
- Excellence and openness
- Togetherness, diversity, and inclusiveness
- Faithfulness to our heritage and vision.

These values shape how we lead, serve, and collaborate.

Investing in our Leadership Pipeline

Leaders Grow Leaders

- We foster a culture where leaders support and nurture others, creating environments of meaning, belonging, hope, and compassion. We recognise the importance adapting to meet evolving challenges.

Community and Collaboration

- We see our leaders as part of a larger, interconnected community. Building strong coalitions, sustaining networks, and fostering collaborative relationships.

What sort of leadership are we investing in?

Adaptive Leadership

- **Why:** Equips leaders to thrive in complex, changing environments. A strength of this model is developing organisational resilience.
- **How:** Encourages innovation, experimentation, and learning agility, helping leaders respond to evolving challenges and contexts.

Systems Leadership

- **Why:** Focuses on distributed leadership, collaboration across boundaries, and building networks - directly supporting the aim of empowering leadership at all levels and fostering collaborative networks.
- **How:** Encourages collective ownership, systems thinking, and cross-organisational learning, which are essential for a global, values-driven charity.

Servant Leadership

- **Why:** Aligns with the values-driven, people-focused philosophy that leaders serve others, develop people, and foster a culture of support and growth.
- **How:** Prioritises the development and well-being of others, supporting the “leaders grow leaders” principle and community orientation.

Inclusive Leadership

- **Why:** Central to the philosophy of ensuring all voices are valued, fostering belonging, and embedding inclusivity and diversity at the heart of the programme.
- **How:** Promotes psychological safety, values diversity, and ensures that leadership reflects the full breadth of St John’s values and traditions.

Ethical Leadership

- **Why:** Directly supports the commitment to values, integrity, and connecting heritage and chivalry to contemporary leadership.
- **How:** Embeds fairness, transparency, and accountability, ensuring leadership is rooted in the chivalric and ethical traditions of St John.

Transformational Leadership

- **Why:** Inspires and motivates leaders and followers to achieve shared vision and drive meaningful change, aligning with the focus on courage and purpose.
- **How:** Fosters vision, motivation, and personal growth, helping connect individual values to the broader mission.

Compassionate Leadership

- **Why:** Underpins the caring, supportive, and inclusive culture described in the philosophy.
- **How:** **Focuses on empathy, listening, and support - creating environments of meaning, belonging, and hope.**

Strategic Leadership

- **Why:** Ensures long-term planning, vision, and alignment with organisational mission, but is best used as a supporting element rather than the core model.
- **How:** Helps leaders translate vision into action, aligning with the mission to be global leaders in first aid and community healthcare.

What are the aims of the Programme?

By October 2027 our participants will be able to:

- Empower leadership at all levels: Enable people, regardless of formal role or career stage, to develop the courage, skills, and mindset to lead and contribute to the organisation's mission globally.
- Cultivate collaborative networks and shared purpose: Build strong, adaptive peer networks that foster belonging, mutual support, and shared ownership of St John's mission, connecting participants across all Establishments and generations.
- Develop adaptive leadership capabilities: Equip participants with the skills, behaviours, and reflective practices needed to lead in complex, changing environments.
- Connect chivalry to contemporary leadership: Deepen understanding of St John's heritage and chivalric values, translating these into modern, values-driven leadership that is relevant and actionable in today's global context.
- Model and champion inclusive leadership: Embed inclusivity, diversity, and openness at the heart of the programme, ensuring all voices are valued and that leadership reflects the full breadth of St John's values and traditions.

Please note, whilst this is a programme to develop and support leaders, this is not a fast-track leadership scheme and does not guarantee promotions within your St John establishment.



Putting your ambition in to action

Do you have an idea, area of focus or project that you are working on that could benefit from the support of this programme?

Key Piece of Work/Idea/Project

- At the heart of SJ GLDP is a key piece of work or project: each participant must bring a real organisational challenge, approved by their national St John Establishment, which they will lead and develop throughout the course. This ensures learning is grounded in practice and delivers real benefit to St John globally. Ideally this is a piece of work you would be planning to do anyway, or an idea the SJ GLDP could support you to achieve.

Residential Learning Component

- A distinctive feature of the SJ GLDP is its residential learning component. By coming together in person, participants can build deep relationships, test leadership in real-world contexts, and step away from day-to-day pressures to reflect, experiment, and grow as leaders. Participants will attend Ashridge Business School during the first week of the residential component in the UK.

External Trainers and Facilitators

- To further strengthen the experience, the programme brings in external trainers and facilitators. These partners challenge participants with new perspectives and stretch us beyond the “St John bubble,” ensuring our leadership practice is world-class, relevant, and future-facing.



Why Ashridge Business School?

A Heritage of World-Class Executive Education

- Ashridge was established in 1959, 65 years of excellence in executive education
- Part of the EF Education First group: the world's largest private education company
- The Executive Education arm of Hult International Business School: top 1% of global business schools with triple accreditation
- 50k+ employees across 120 countries
- 6x EFMD award winner for customised executive education
- 7 campuses across 3 continents: Ashridge, London, Dubai, Riyadh, Boston, New York, San Francisco
- Experience of working with similar international humanitarian/healthcare charities

Ashridge offers Leadership and Organisational Development that is:

- **Experiential:** Learning that sticks and can be applied.
- **Human centred:** Developing mindsets and behaviours that drive sustained change.
- **Fit for us:** Tailored to meet the unique need of St John and extended through a blend of learning interventions.
- **A movement of change through learning that lasts.**

“Together, we realise better leadership for a better world.”



Programme Timeline

Date	Milestone
Wed 15 th October 2025	Applications open
Wed 26 th November 2025	Applications close
Mon 8 th December 2025	Applicants notified of selection
Mon 15 th December 2025	Applicants confirm their availability
Mon 12 th January 2026	Applicants announced
Wed 25 th February 2026	Online Welcome Session
Tues 21 st April 2026	Workshop 1
May 2026	Action Learning Set 1
Mon 22 nd June 2026	UK Residential begins (arrival in the UK by Sunday evening)



Programme Timeline

Date	Milestone
September 2026	Action Learning Set 2
Tues 17 th November 2026	Online Workshop 2
February 2027	Action Learning Set 4 + Mentoring
Thurs 29 th April 2027	Online Workshop 3
June 2027	Action Learning Set 5 + Mentoring
September 2027	Action Learning Set 6 + Mentoring
Wed 20 th October 2027	Closing Session + SJ GLDP Project Reviews
December 2027	Post-SJGLDP Evaluation + Action Learning Set 6



Am I eligible?

SJ GLDP is open to emerging and established leaders within the St John family who:

- Demonstrate leadership potential and commitment to growth
- Are endorsed by their national organisation and supported in their project/idea choice
- Can commit 5–8 hours per month plus project work, including participation in residential components
- Embody the values of service, integrity, and collaboration

Applicants must bring an idea that:

- Addresses a real organisational challenge or opportunity
- Aligns with St John's mission and strategic priorities
- Has potential for tangible impact locally and globally



Am I eligible?

We will be looking for people who:

1. Readiness for leadership development
 - Demonstrate a clear aspiration to lead and grow within St John.
 - Are open to feedback and reflective practice as part of personal and professional growth.
2. Alignment with programme purpose
 - Have a clear understanding of the SJ GLDP aims and how they align with their personal and professional development goals.
 - Show motivation to engage meaningfully in the programme and apply learnings to their role and wider St John priorities.
3. Commitment to participation
 - Are able to fully commit the time, energy, and attention required to attend all sessions and participate in associated activities.
 - Demonstrate reliability and accountability in managing commitments alongside programme involvement.
4. Organisational support
 - Are endorsed by their line manager and senior leaders, confirming organisational support for their participation.
 - Have assurance that time and resources will be made available for the candidate to participate in the programme effectively.
5. Collaboration and peer support
 - Are willing to actively support fellow participants by creating a respectful, inclusive, and encouraging learning environment.
 - Are open to diverse ideas and perspectives, and capable of sharing their own insights constructively.
6. Constructive challenge and contribution
 - Are ready to engage in thoughtful debate, ask insightful questions, and challenge assumptions where appropriate.
 - Are able to coach peers through complex challenges and contribute their own unique perspectives to enrich group discussions.
7. Diversity of backgrounds, roles, and experiences
 - We want to ensure our leadership is representative of the communities that we serve. Therefore we actively encourage women and people from the global majority to apply.
 - We will be actively seeking applications from Establishments who were not represented in the previous cohort.
 - We are choosing a group - not 20 individuals. It is very important for us to pick a cohort which will work well together.
8. Demonstrate impact or potential for influence
 - Have a track record of making a difference in their current role or contributing to positive outcomes in their Establishment.
 - Are recognised by others as someone with potential to influence change or inspire others.

How do I apply?

SJ GLDP is open to emerging and established leaders within the St John family who:

1. Submit an online application (form, supporting statement, CV and video)
2. Secure endorsement from their St John Establishment (line manager and Senior Leader) and employer (if external to St John).
3. Are successful through shortlisting and selection by the SJ GLDP Steering Committee.
4. Confirm acceptance and commence onboarding.



We can't wait to hear from you.



SJ GLDP is not a course in management—it is a transformative journey in leadership.

Through residential learning, external challenge, and applied projects, participants will be stretched, inspired, and supported to grow as leaders who can shape the future of St John.

If you have an idea and believe the SJ GLDP can support you to achieve this, are happy to step beyond your comfort zone, and develop as a values-driven St John leader, we invite you to apply.



Any questions? Contact leadership@orderofstjohn.org today!



St John