



ST JOHN'S GLOBAL LEADERSHIP DEVELOPMENT PROGRAMME

**COHORT 2:
INFORMATION FOR
SUPPORTERS**



St John
International

An Introduction to St John's Global Leadership Development Programme

Dear Supporters and Colleagues,

We are delighted to welcome you to the St John Global Leadership Development Programme (SJ GLDP) — a values-led initiative designed to strengthen leadership capability across our global St John family.

Why this programme exists

SJ GLDP was created to invest in the people who drive St John's mission forward. Around the world, our organisations operate in complex and fast-changing environments. This programme exists to equip leaders at all levels with the mindset and tools to adapt, inspire, and guide others through uncertainty — always anchored in St John's purpose and values.

The programme focuses not on operational or technical skills, but on developing leadership approaches: the ability to lead ethically, collaboratively, and strategically. Participants will explore how to create impact through influence, vision, and integrity, strengthening both their confidence and their capacity to lead positive change across the global St John network.

The value for participants and their organisations

Through SJ GLDP, participants will:

- Develop practical leadership approaches, not just managerial techniques.
- Receive structured support to design and deliver a high-impact strategic project within their organisation.
- Take part in immersive residential learning experiences that deepen reflection, collaboration, and connection.
- Engage with external experts and trainers who bring challenge, diversity of thought, and global perspectives.
- Build a cross-border peer network that fosters lifelong learning and a shared international leadership community.

An Introduction to St John's Global Leadership Development Programme

Beyond professional development, SJ GLDP enhances personal wellbeing and resilience — helping leaders to sustain themselves and their teams in demanding roles.

The vital role of managers

Managers of SJ GLDP participants play a crucial role in enabling and supporting their team members throughout this journey. Your encouragement, flexibility, and active engagement will ensure that participants can apply their learning effectively and maximise the benefit to your organisation.

By supporting this process, you not only strengthen your team's capacity — you also reinforce your own leadership practice. Many managers find that engaging with SJ GLDP's principles and projects broadens their perspective and contributes to their own development, aligning directly with St John's Learning and Development Framework.

A shared commitment to growth

SJ GLDP is an investment in our collective future — building a community of leaders who embody St John's mission, live its values, and lead with purpose in every context. Thank you for supporting this vital initiative and for championing leadership growth across our global family.

With very best wishes,

Susan le Jeune d'Allegeershecque
Secretary General
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.

This is a fully funded programme, which includes travel/ flights, meals and accommodation, though participants will need to be able to cover personal incidentals and any out-of-course excursions over weekends when they will have free time.

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.



What is in it for the St John Establishment or External Organisation?

Benefits of supporting St John's Global Leadership Development Programme:

Improved Employee Skills (Leadership, Teamwork, Presentation Skills etc).

- "As a proud member of the inaugural cohort of this Global Leadership Development Programme, I can confidently say, this is a transformative experience that reshapes how you think, lead, and serve." - Fred Majiwa, Cohort 1

Increased Staff Engagement and Morale

- "Through this experience, I've had the opportunity to connect with passionate leaders from around the world, explore what it means to lead with purpose and compassion, and strengthen my ability to make a meaningful impact within our global organisation." - Damian Kaushik, Cohort 1

Enhanced Organisational Reputation through Community Support

- "Leadership is a continuous journey — one that demands curiosity, courage, and the willingness to evolve. Through the Global Leadership Development Programme (GLDP), I've been reminded that great leadership isn't about having all the answers; it's about asking the right questions, learning from others, and building bridges across cultures and experiences. What stood out most to me was the diversity of voices within the St John network — leaders from different corners of the world, all driven by a shared purpose to serve humanity. That unity of spirit reaffirmed my belief that leadership has no borders. This experience has not only sharpened my leadership perspective but also reinforced the importance of collaboration, humility, and service — values deeply rooted in our work here in Papua New Guinea." - Philip Keapu, Cohort 1.



The Vital Role of Line Managers and Supporters

The success of this programme depends not only on the commitment of participants, but also on the encouragement and practical support of their managers. As a line manager or programme supporter, you play a key role in enabling meaningful learning and growth.

Here's how you can help your staff — and your organisation — get the most from SJ GLDP:

1. Permission and flexibility

- Ensure participants have the time and space to engage fully with the programme. Where possible, allow attendance at training sessions during work hours, and help them balance their responsibilities so they can focus on learning without added stress. Your flexibility signals that this development is valued and supported.

2. Encouragement

- Be an advocate for growth. Encourage your team members to apply for the programme and reassure them that their participation is welcomed and recognised. A supportive word or visible interest from a manager can make all the difference in someone's confidence to take this step.

3. Logistical support

- Help staff manage workloads or adjust schedules so that participation in the GLDP is achievable. Supporting them practically demonstrates that you value their development and trust in their ability to grow as leaders.

4. Follow-up and reflection

- After each phase of the programme, check in with participants. Ask what they've learned and how they might apply new insights to their work. Simple conversations can help embed learning, spread new ideas across your team, and multiply the impact of the programme.

A note on growth and expectations

SJ GLDP is about developing leadership capability, not about preparing for specific promotions or job titles. Alumni are not automatically considered for advancement — instead, they are expected to bring their learning into their current roles, enhancing how they lead, collaborate, and contribute.

This programme is not a threat to existing hierarchies or management structures — it's an opportunity to strengthen them by growing confident, adaptable, and values-driven leaders who make our teams and organisations stronger.

Why Ashridge Business School?

This year, to further strengthen the experience, the programme brings in external trainers and facilitators in collaboration with Ashridge Business School. 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.

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



Who is 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

At St John, we recognise that leaders can be transformational at all levels and in all forms. Applications are welcome from volunteers and staff alike, and from all levels of seniority. Selection will look particularly at the project/idea that has been proposed to assess suitability of the candidates position in the organisation.



Who is 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 my people 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.



Please visit the St John International website for more information and how to apply

We can't wait to work with 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.

By investing in our people, we ensure that St John remains a thriving, forward-looking organisation ready to serve our communities with compassion and skill for generations to come.

Thank you for your support, encouragement, and partnership in making this programme a success. Together, we are building a stronger global St John family — one that leads with purpose, courage, and heart.



Any questions? Contact leadership@orderofstjohn.org today!



St John