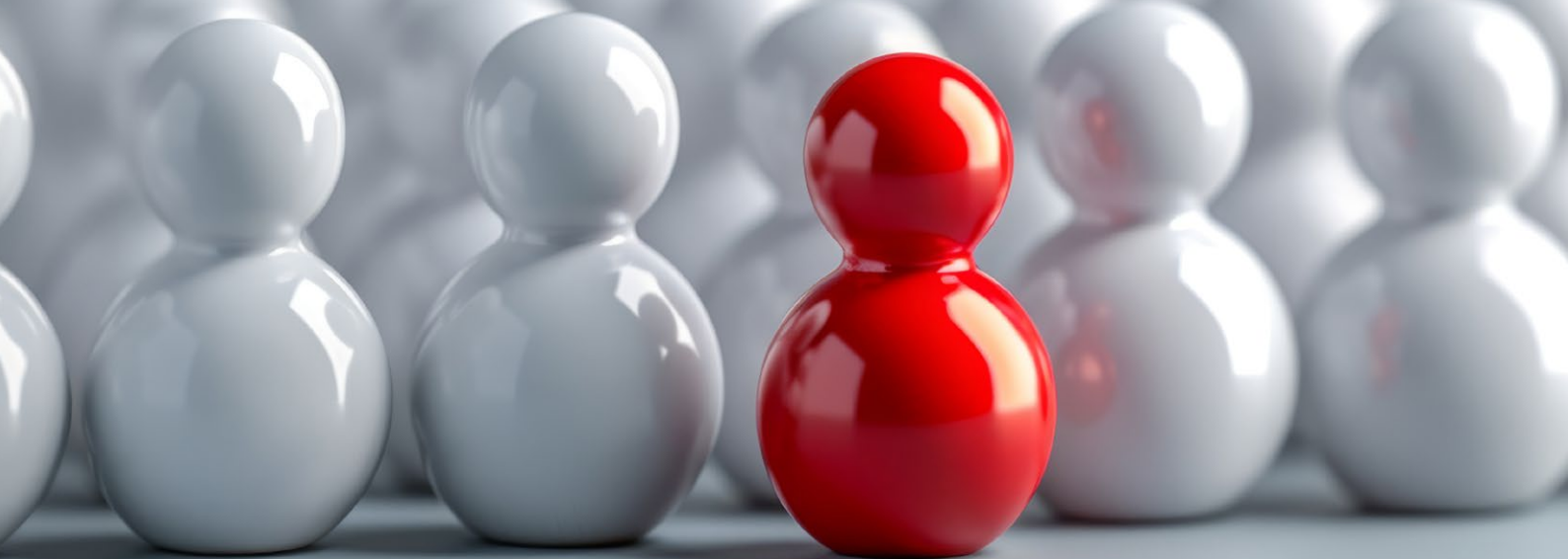


Emerging Leaders Programme at Lismullin

2025-2026



“Leadership is the lifting of a person’s vision to higher sights, the raising of a person’s performance to a higher standard, the building of a person’s personality beyond its normal limitations.”

Dr Peter F. Drucker

Your company’s future depends to a large extent on its high potentials.

This programme aims to help them in their critical transition from a technical to a leadership role.

EMERGING LEADERS PROGRAMME AT LISMULLIN



Highlights

- PERSONAL TRANSFORMATION
- BLENDED FORMAT
- CROSS-INDUSTRY SHARING
- DELIVERED BY EXPERT PROFESSORS
- HARVARD CASE STUDY METHOD

Main emphasis

- HOW TO BECOME A TRUE LEADER
- MOTIVATING OTHERS
- GROWING IN THAT ROLE
- DEALING WITH CHALLENGES
- ADVICE FROM BUSINESS LEADERS

*New ways of
thinking, acting,
believing,
becoming*

ACADEMIC MODULES

Self Leadership	Leading one-on-one	Leading Teams
Finding your purpose, your why	Truly valuing people	Creating alignment
What does success look like for you?	The power of example	Fostering engagement
Managing your emotions	Inspiring others	Forging accountability
Reaching out to others	Handling difficult conversations	Building cohesion

Leadership Challenge

Participants present a specific business challenge and strive to address it with the input and support of peers and the professors.



Peer Coaching

The benefits of small-group coaching come from powerful learning interactions among leaders from different companies who have similar positions and experiences. The process can generate leadership development impacts that exceed what's possible in one-on-one coaching.

THE METHOD

THE PROGRAMME COMBINES:

THE HARVARD CASE METHOD

<https://tinyurl.com/3xrvvx2y>

SOCRATIC DIALOGUE

<https://tinyurl.com/2nhz6jy6>

PEER-COACHING

<https://tinyurl.com/yumzvrxp>

Professor-led sessions are followed by a peer-coaching process.



Our
Venue

Lismullin Conference Centre, Tara,
County Meath
Eircode: C15 XW40
40 minutes from Dublin city centre
(M3 Exit 7 for Skryne / Johnstown)



The Leadership Challenge

A unique feature of this programme

- In addition to the knowledge acquired from the professors and guest business speakers, and from one another during the modules, this programme allows the participants to put this into immediate use through the Leadership Challenge.
- It works like this: each participant brings to the table a live leadership challenge they have, and tries to find a solution with the help of other participants and of a facilitator from the Emerging Leaders Programme at Lismullin. This takes place in an encouraging and trusting environment, where confidentiality is ensured. Each team is made up of 7 participants and they engage in what is called peer-coaching.
- Participants are encouraged and helped to identify and detail their particular challenge, which they might categorise as something that keeps them awake at night.
- If the members of a team wish to do so, they continue to work together over subsequent months after the programme ends.
- This method of sharing challenges and receiving suggestions and support has proved to be of great value in executive education, as outlined in this [2-minute video](#) from IESE Business School.



Participants on the 2024-25 Programme

"The Leadership Challenge was an invaluable way of addressing a personal challenge and receiving input and advice from peers on how to overcome difficulties."

Paula McCaffrey, Marketing Manager, Mannok, Fermanagh

FORMAT

- ➔ Introductory module
- ➔ 6 full-day modules (09:00 to 17:30)
- ➔ Family Day for alumni where spouses of participants have an opportunity to experience the case study method
- ➔ Alumni module in one of the sponsoring companies

COST

€5,750 per person which includes all work materials, meals and refreshments. The rate for a company sponsoring a maximum of two people is €10,500.

It also includes a **Professional Behavioural Assessment** by a Certified Psychometric Coach which gives insight on a person's strengths, communication style, motivation, and how they react to risk and conflict.

Some Republic of Ireland companies with employees on previous programmes successfully availed of grants from Skillnet Ireland to help cover the fees.

APPLYING

- ➔ The number of places on the course is limited to 28. Early application is advised. The closing date is **Friday 5th September.**
- ➔ Applicants should use [this form](#)
- ➔ The organisers of the programme (see page 14) are happy to answer any questions

Dates

Before applying, candidates should check that they will be able to attend all modules.

2025

Friday 26 September *Introductory Module*

Friday 24 October *Module 1*

Friday 21 November *Module 2*

2026

Friday 23 January *Module 3*

Friday 20 February *Module 4*

Friday 20 March *Module 5*

Friday 17 April *Module 6*

Saturday 6 June *Family Day*

Friday in September
Alumni module in one of the supporting companies (date to be finalised)



EMERGING@TIMONEYLEADERSHIP.IE

WHY SHOULD A COMPANY ENCOURAGE A MEMBER OF STAFF TO ATTEND THIS PROGRAMME?

- Increased personal leadership insights are known to be vital for the formation of motivated teams and the creation of a positive workplace culture.
- The Leadership Challenge part of the programme works to help each person learn from others how to improve in an area which is not their strongest.
- Investing in leadership development shows employees that you value their professional growth and will help with staff engagement, retention, and in attracting new talent.
- This is a unique course and its kind is not available anywhere else in Ireland. It is international standard leadership training for middle management and emerging leaders.



AS A MEMBER OF STAFF, WHAT BENEFITS WOULD I GET FROM THIS PROGRAMME?

- Acquire a deep understanding of team dynamics, conflict resolution, strategic decision-making, and motivational leadership, helping you become someone who not only manages but inspires and drives change.
- The unique Leadership Challenge will allow you to apply the learnings immediately to a current situation you have on hand, receive peer inputs, and uncover actionable insights with the help of facilitators.
- Embrace new ways of thinking and approach challenges with creative solutions through immersive experiences like the Harvard case study method.



Testimonials

from companies in 2025

PETER DOHERTY
MANAGING DIRECTOR, GARAGE DOOR
SYSTEMS, BALLYMENA

“ Brilliant programme for our next generation leaders. We have had 6 through the last few programmes. Each person has grown exponentially in confidence and capability. Highly recommend the Lismullin programme. ”

MARY MCKEAGUE
FINANCIAL CONTROLLER,
CREAGH CONCRETE, ANTRIM

“ Creagh Concrete has participated in the Lismullin Leadership Programme for over a decade. As strong advocates of continuous staff and team development, we value the enriching and enjoyable learning environment that it consistently provides. It also allows participants to gain valuable insights into how others approach leadership, strategy, and people management. Our continued investment in leadership development through this programme has delivered clear benefits: stronger team engagement, improved staff retention, and a broader, more strategic mindset among our leaders. ”

GARRETT GHEE
PLANT MANAGER, BREEDON CEMENT,
KINNEGAD

“ The course was an incredibly positive and transformative experience, equipping participants from Breedon Cement with the essential skills to become effective leaders. It not only fostered personal growth and confidence within their roles, but also emphasized the importance of motivating others and creating a supportive team environment. Through practical guidance on handling challenges and real-world insights shared by experienced business leaders, the course inspired a forward-thinking mindset and a strong foundation for continued professional development. ”

BRIAN LYNCH
GROUP FINANCE DIRECTOR,
CONNACHT HOSPITALITY GROUP,
GALWAY

“ The Connacht Hospitality Group are pleased to endorse the Lismullin Leadership Programme, which has provided valuable development opportunities for our middle managers. Participants have greatly benefited from the programme’s comprehensive approach to leadership training, gaining essential skills, insights, and confidence to excel in their roles. We believe the programme will continue to cultivate strong, capable leaders and highly recommend it to any organization seeking to invest in their future leadership talent. ”

AISLING KENNEDY, GROUP MARKETING
MANAGER, CONNACHT HOSPITALITY
GROUP, GALWAY

“ The programme helped me tremendously in shaping my mindset, encouraging me to think outside the box through the perspectives gained from the learnings, workshops, and my peers. ”

BRENDAN MCGRENAGHAN,
OPERATIONS MANAGER,
GM MARKETING, BELFAST

“ The Leadership Challenge transformed my perspective on leadership. The workshops blend practical examples with meaningful discussion. I would highly recommend it to any organization looking to inspire and support their leaders. ”

RAUL AFONSO, CHIEF ECONOMIST,
MULTI FAMILY WEALTH, DUBLIN

“ The program was a unique opportunity to reflect on and enhance my people management and leadership skills in a practical and structured way - grounded in great professors and the highly effective case study method. ”

CATHERINE QUEALLY, QA & PROCESS
IMPROVEMENT MANAGER, DAWN
INTERNATIONAL, WATERFORD

“ The Leadership Challenge helped relate course learnings to real-life industry scenarios. The professors delivered each module in a thought-provoking way which instigated interesting class discussions. ”

PAUL LAWSON, CUSTOMER
OPERATIONS MANAGER, DRIVALIA,
DUBLIN

“ I found the entire course an incredibly insightful opportunity. The modules are expertly put together with a wealth of information to absorb, while the Leadership Challenge is a unique and invaluable experience. ”

Testimonials

from participants in 2024-2025

RYAN FALLS, PARTNER,
CAVANAGHKELLY ACCOUNTANTS,
DUNGANNON

“ The topics covered are so applicable to your day-to-day work, and the room is full of people in similar positions, but from very different industries. I found it really enjoyable and learned a lot – now to put it into action! ”

ERIC MC QUILLAN, AUDIT MANAGER,
UHY FARRELLY DAWE WHITE,
BALBRIGGAN

“ A truly thought-provoking, challenging and enjoyable experience. I have already actioned the knowledge and skills acquired into my everyday life. ”

Video Testimonials



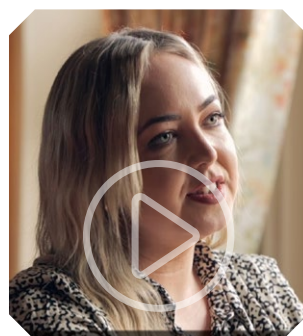
Barbara Hawkins, Head of Commercial,
Deli Lites, Warrenpoint



Niall Donnelly, Tax Director, UHY
Farrelly Dawe White, Dundalk



James Woods, Group Operating Officer,
GM Marketing, Belfast



Martina Gribben, Audit Director,
UHY Farrelly Dawe White, Dundalk



Conor Moloney,
Group Operations Manager,
Connacht Hospitality Group,
Galway



Michael McKeown,
Structural Precast Production Manager,
Creagh Concrete, Co. Antrim

Professors



FÁTIMA CARIOCA

Fátima Carioca is Dean of [AESE Business School](#) in Lisbon, an associate school of IESE. She is Professor of People Management in Organisations and an executive coach. Following a degree in Electrotechnical Engineering and an MSc in Systems and Computer Engineering at the Instituto Superior Técnico in Lisbon, she gained a PhD in Management from Manchester Business School. She also has a Masters in Marriage and Family from the University of Navarre. Co-founder of [Edisoft](#), a software development company, she is married with three children.

JOSÉ FONSECA PIRES

José Fonseca Pires is Head of the Department of People Management at AESE, a member of AESE's Board of Directors, Director of the Advanced Program in Health Management, and an executive coach. He graduated from the University of Porto with a degree in medicine, gained an MBA at AESE, and then a PhD in Human, Social and Legal Sciences at UIC-Barcelona.



CARLOS RODRÍGUEZ

Carlos Rodríguez is Professor in the Department of Managing People in Organizations at [IESE Business School](#), which for years has been a leader in the rankings of the world's best business schools – in 2025 the Financial Times rated it number 3 in the world for full-time MBA. He holds a PhD in Organizations from Stanford University, earned an earlier PhD in philosophy from the University of Navarra, and an MBA from IESE Business School. He has held various teaching and research assistantships at Stanford University. He has also gathered valuable hands-on experience as a freelance consultant in such industries as financial services, biotechnology, consumer goods and management consulting. He also serves as an advisor to a political consulting start-up in Silicon Valley.

Certificate and guidelines

- A certificate plaque will be presented to those who attend all modules and take part in the leadership challenge and peer-coaching.
- Continuous Professional Development: many who attended these courses at Lismullin found that they helped towards satisfying their CPD requirements.
- The Chatham House Rule applies: participants are free to use the information received, but not reveal who made any particular comment; this is to help increase open discussion.
- A focus on the importance of behaving in an ethical way has been at the core of these leadership activities since the beginning. A practical guideline used has been the one formulated by Edward Freeman of the University of Virginia: "The Rule of Ben, Emma and Molly (his three children): Can I explain to them what I've done today, so that they might feel proud of their father?"



Organising Team



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PROGRAMME

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Supporting Companies



Breedon
www.breedongroup.com



Combilift
www.combilift.com



Connacht Hospitality Group
www.theconnacht.ie



Creagh Concrete
www.creaghconcrete.co.uk



Electric Skyline
www.electricskyline.ie



Flanagan Kerins
www.flanagankerins.ie



Garage Door Systems
www.garagedoorsystems.co.uk



Murdock Building Merchants
www.murdockbuildersmerchants.com

Background

This certificate course was started in 2006 by a group of business people from the Republic of Ireland and Northern Ireland. Its main founders were Dr John Killeen and Seamus McKeague.

The overall aim was to help business people develop their leadership talents to the full, with a particular focus on professional integrity and ethics, and to create a network to provide mutual support in the context of business development.

Initially over 60 day-long seminars took place in Lismullin, using professors of international standing and case studies from Harvard and similar business schools, and were attended by some 500 business people. Each seminar finished with an address by a keynote business leader. This then evolved into the Lismullin Leadership Programme with multiple modules during the year. Nearly all

professors came from [IESE Business School](#). Like IESE, Lismullin is an educational undertaking of [Opus Dei](#), a Personal Prelature of the Catholic Church. The current programme, specially designed by Professor Carlos Rodríguez of IESE, has taken place previously in 2022-23, 2023-24 and 2024-25 with considerable success.

Based on their experiences in promoting and running these leadership courses, six of the founders set up a separate not-for-profit national business in 2012, namely the [Timoney Leadership Institute](#), which became an Associate School of IESE in 2017. The Lismullin Leadership Programme became part of the Timoney Leadership Institute in 2025 and was renamed the Emerging Leaders Programme at Lismullin.



Dr John Killeen



Seamus McKeague



Timoney also runs an Advanced Leadership Programme for CEOs and C-Suite Level Leaders. For information about it, please contact:

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E: INFO@TIMONEYLEADERSHIP.IE
P: +353 (0) 1 676 0477
WWW.TIMONEYLEADERSHIP.IE

The Timoney Leadership Institute is a not-for-profit educational organisation. Its purpose is to contribute to the common good of companies and society by developing competent, responsible, people-centred leaders, training them in their awareness, knowledge and ability to carry out their leadership role so as to have a deep, positive and lasting impact on people, on organisations, and on society.

Since 2019 Timoney has been an Associate school of IESE Business School, which is a world-class provider of executive education, headquartered in Barcelona. IESE has been ranked in recent years as number 1 for executive education by the Financial Times.

Better People, Better Organisations, Better Society