



## Cambridge Leadership Development Programme (CamLDP)

### – Terms & Conditions

Last Updated: 07.01.2026

Thank you for your interest in the Cambridge Leadership Development programme (CamLDP). To ensure a smooth and enriching experience for all participants, please read the following Terms & Conditions, including our Cancellation & Refund Policy. These terms are designed to provide clarity and flexibility while safeguarding the integrity of the programme.

#### **1. Programme Participation & Commitment**

- CamLDP is an intensive, immersive leadership development programme. Participants are expected to engage fully in all scheduled sessions, discussions, and networking opportunities.
- The programme is conducted in English, and participants should have sufficient proficiency to actively contribute to discussions and group work.
- Attendance at all programme components is strongly recommended to maximize the learning experience.
- Upon successful completion of the programme, Participants will receive a Certificate issued by The Integral Leadership Lab AGH. The certificate confirms participation and completion of the Cambridge Leadership Development Programme (CamLDP).

#### **2. Programme Adjustments & Changes**

- While we are committed to delivering the programme as outlined, we reserve the right to make modifications to the schedule, session formats, faculty lineup, or venues as necessary.
- Any such changes will always be made with the intention of organizational agility, enhancing the quality and positive impact of the experience.
- Participants will be informed of significant adjustments in advance whenever possible.

#### **3. Fees & Payment Terms**

- The programme fee covers tuition, learning materials, scheduled meals, and exclusive programme events. It does not include travel, accommodation, insurance, medical costs or other personal expenses.
- Payment is required upon acceptance into the programme and must be completed before the programme start date.
- Payment details and deadlines will be provided upon confirmation of acceptance.

#### **4. Cancellation & Refund Policy**

We understand that unforeseen circumstances may arise. To balance participant flexibility with our programme planning needs, the following cancellation and refund terms apply:



#### **4.1. Participant Cancellations**

More than 60 days before the start of the programme – Full refund minus a small administrative fee (10 %).

Between 30-60 days before the start of the programme – 50% refund of the programme fee.

Less than 30 days before the start of the programme – No refund available, but a deferral option to a future edition of the programme may be considered on a case-by-case basis.

#### **4.2. Programme Cancellations by Organizers**

In the unlikely event that CamLDP must be postponed or canceled, participants will be offered:

- A full refund of the programme fee, or
- The option to transfer their participation to a future edition of the programme.
- We are not responsible for any costs incurred related to travel, accommodation, or other personal expenses. Participants are encouraged to consider travel insurance for added flexibility.

#### **5. Code of Conduct, Confidentiality & Intellectual Property**

- Participants are expected to contribute to a respectful, collaborative, and intellectually stimulating learning environment.
- To maintain an atmosphere of trust, all discussions, case studies, and shared experiences should be treated as strictly confidential, unless otherwise agreed by all involved. Participants agree not to disclose or share insights, personal stories, or business-sensitive information of fellow participants outside the programme.
- Use of programme Materials: All materials, presentations, and resources provided during CamLDP are for personal learning and professional development only. Participants may not reproduce, distribute, or use programme content for commercial purposes, nor may they incorporate it into any training, consultancy, or leadership programme that competes with CamLDP.

#### **6. Data Protection & Privacy**

- Personal data provided during registration will be used solely for programme administration and will not be shared with third parties without consent.
- By enrolling, participants agree to occasional updates about future leadership development opportunities, with the option to opt out at any time.

#### **7. Acceptance of Terms**

By submitting the application and confirming participation, you acknowledge and accept these Terms & Conditions, including the Cancellation & Refund Policy and Code of Conduct, Confidentiality & Intellectual Property.

We look forward to welcoming you to Cambridge and to an enriching leadership experience!  
CamLDP Team

