

Leadership development programme

To run today's businesses requires a lot more than technical knowledge or business management skills. People need to articulate a compelling vision and translate it into a powerful strategy which is effectively communicated, based on strong and mutually dependent relationships, and they need to create resonance with those they lead so that they bring their teams with them. Thus personal development becomes all the more important, often including developing the competencies of emotional intelligence.

This highly interactive development programme is customised to the needs of the participants and of the business. It often combines regular group facilitated sessions over a period of time, with coaching of participants and 360° feedback, to make a rich learning mix. Psychometrics and action learning may also be used. Here are examples of potential modules:

Leadership style

An overview of the art of leadership, both theoretical and practical, this module serves as an introduction and effectively initiates a process of reflection, review and feedback in which core areas for development and practice emerge:

- What is leadership? Awareness of various models of leadership
- Developing a range of styles
- Emotional intelligence and how it translates into leading others
- Self-awareness and self-development; getting feedback
- Key leadership challenges and situations
- Articulating vision and values

Communication

A common critique of leaders is that they communicate poorly. This is a review of communication from the leader's perspective, to identify where there are areas for improvement and includes key ideas to close any gaps

- Understanding the dynamics of communication
- Games people play: using transactional analysis
- Direction communication
- Perception and interpretation
- Knowing your body language
- Effective listening

Power and influence

The reality of life in organisations is that leading involves the use of power. Many will avoid that reality, lack impact and presence and fail to directly influence others as they need to. This important module reviews the whole power-in-organisations issue and contains vital concepts for making a powerful difference

- Sources of power and how to use them
- Power models
- Personal impact and reputation
- The art of presence
- Influencing skills
- Presentations that persuade

Leading the team

For those new to leading teams and for seasoned practitioners, understanding how teams work is crucial. For today's leader, it is no longer about "tell" but how you interact, how you exploit dynamics, how you think through the key components of putting a team together and get them to work well together and harness their great productive capacity

- What is a team?
- Understanding team dynamics and how teams work together
- Knowing your team
- Purpose and goals, roles, current reality and success factors
- Commitment, involvement and performance
- Leading virtual teams

Developing people

This module addresses an area that most leaders say they need help with. A failure to develop the team can lead to serious gaps when the pressure is on or change occurs and a leader who ignores his or her team's development risks losing people in the battle for talent. It also sends out the wrong message to people.

- Why develop people?
- Business needs, your developmental gaps and planning
- Skill and will
- Understanding motivation
- Coaching your team
- Practical coaching skills

Who is this programme for?

- New or newly promoted leaders, or experienced leaders who find they have gaps in their development that now urgently need to be closed
- People who are committed to their own development in order to better meet the needs of their role and of the business
- Organisations who are looking to get different things from their leaders as the business grows or changes

Benefits

- A strong understanding of the art of leadership and of how to apply it in practical situations at work
- Significantly raised capability as a leader and results for the business
- Personalised attention to each participant, with plenty of opportunity for a coaching input and feedback
- Highly interactive programme and therefore considerable opportunity for learning from one another