



## FOR EXPERIENCED MANAGERS

As managers take on more responsibility - more teams, differing operational areas - the pressures upon them change, as do the requirements of the job. The creation of self-managed teams becomes important as the individual's locus of control broadens. The skills required veer steadily from management to leadership, control to empowerment, technical skill to relationship building.

Our approach to the enhancement of these new skills and attributes is to provide opportunities for individuals to explore and define their own developmental path, build on existing skills and practise new ones. This is a challenging programme - experiential and intellectually demanding - designed in close co-operation with in-house training staff, focused on what is needed to meet organisational demands of the future.

As with all development programmes, delegates will need the enthusiastic support of their managers. A full 360° leadership questionnaire (Benchmarks™) is incorporated. Core modules are 2-3 days in duration, elective workshops, one day. This programme is organised around 'Action Learning' principles, delegates bring real work issues to be solved, module content is influenced by both the organisation and the expressed needs of the group. Small 'learning sets' are used throughout.

## CORE MODULES

### UNDERSTANDING SELF

An intense module building personal and interpersonal awareness, with results from MBTI™ and FIRO B™ questionnaires used to explore strengths and areas for development. Personal Projects and Personal Development Plans are started and Personal Brand explored.

### TEAMS AND TEAMWORK

A comprehensive coverage of the research into, and practical dimensions of, teamwork. Remote management; Virtual and Self-managed Teams are explored, along with problem solving, innovation and meetings. A large scale, complex experiential work simulation is used.

### IMPACT AND INFLUENCE

Becoming 'a leader who other people choose to follow'. This module explores everything around the development of leadership capability, with academic input and project management challenges.

### GETTING THE BEST RESULTS FROM PEOPLE

In this module we work with the skills, behaviours and personal attributes that are essential in order to motivate and engage individuals and teams – 'helping everyone to be their best'. Coaching, Performance conversations, managing Performance Gaps, 'creating the environment where people motivate themselves' are important topics

## THE BENEFITS

Delegates explore and gain new skills to apply to the challenges of their role, an enhanced focus on getting business results through increased motivation and engagement of individuals and teams.

