

# The Leadership Advantage Programme



## Current Business Issues

Leading and managing in today's business world is increasingly more difficult. Effective leaders can become ineffective due to the sheer volume of information they have to deal with. Complexity can lead to loss of control; requirements for speed of implementation can reduce effective decision-making and the international/matrix nature of many organizations demands networking and influencing skills that go beyond the traditional leadership skills. There are also constant issues around work-life balance and the "meaningfulness" of work and career. To develop great leaders for effective organizational performance is a key priority for any organization that wants to remain competitive.

The Leadership Advantage Programme is one step towards leadership development. It gives individuals the tools to address these business challenges by means of a five-day workshop building on their strengths and areas such as effective decision making, networking skills and self-management to deal with the pressures of everyday business life. It is not a set of tools – each individual is coached to achieve their own unique leadership potential.

## Background to the Programme

The programme has been developed over 20 years of experience through working in numerous international and blue chip organizations. It incorporates a behavioural business simulation so that participants get to lead in action.

The elements of a great leadership programme have been included.

- Up-to-date ideas and frameworks on Leadership
- Feedback, which includes psychometric information, 360° feedback and face to face
- Opportunity to look at the context of learning (work and life)
- An active vehicle for learning such as a simulation
- Practice of behaviours during the programme
- Coaching and follow-up
- Importance of getting below the surface if you want to create behavioural change
- The need to know boundaries and the business context
- The need to deal with anxiety - all learning is a threat to your past
- People learn better in small groups or one to one

## Workshop Outline

The leadership competencies are focused on five critical areas:

- Scanning the environment
- Leading others
- Leading the organisation
- Achieving outstanding results
- Understanding and appreciating self

And the programme schedule is:

**Day 1:** Introductions, leadership framework and styles, feedback from workplace and development plan review

**Day 2:** Leading others, diversity and intercultural differences. Business Simulation Part 1.

**Day 3:** Leading change and Leading the Organisation. Business simulation Part 2 and 3. Leading Edge Organisations. Coaching.

**Day 4:** Feedback, coaching, integration and action planning

**Day 5:** Managing self (EQ) and developing a career vision.

### Post Workshop:

Coaching and follow-up on implementation

### Our Methods:

We are focused on quality, participants' needs and the needs of the business. One of the key features of the programme will be 1:1 coaching. There will be a coach to participant ratio of 1 coach to 2 or 3 participants. This will enable participants to receive maximum individual attention. The coach will help the participants develop an implementation plan and follow up their progress at work.

We will:

- Focus on participants' needs through coaching and individual interaction
- Be totally confidential - each participant will own their own data, which we will not disclose to outside parties
- Be flexible in responding to participants' needs as they arise
- Focus on strengths but also raise awareness and actions to minimise weaknesses
- Focus on what participants need to do at work to develop themselves and contribute to organisational goals more effectively
- Treat participants with respect