

LEADERSHIP DEVELOPMENT PROGRAMME

What you get

- Tangible improvements in performance! For Leaders who rarely have time to think, let alone attend generic training courses that are often wide of the mark in terms of meeting their needs.
- Leadership Development where you and your agenda are the total focus of attention, where your priorities govern the content and structure.
- A flexible Leadership programme designed to meet your needs, delivered in a way that is designed to fit around your schedule.
- The opportunity to think things through and develop your Leadership skills in a way that allows you to remain in control of the changes you decide to make.

Principles

Lots of Leaders work long hours responding to events and people that ultimately divert their attention away from what they need to do to be successful.

- ***Being clear about your fundamental “purpose” as a Leader and then really committing to it is a critical starting position.***

If you buy into what your Leadership role is really about, does that govern how you spend your time or are you too busy fighting fires, doing the things you enjoy most, working on the production line or simply solving other people’s problems?

- ***Spend your time on those activities that directly relate to your Leadership role and let the rest go.***

Knowing what to do is important but the best Leaders somehow seem to do things better than others!

- ***Develop those skills that are critical and then use them when it really matters. How you act is what really makes the difference.***

Sometimes no matter how well you perform your best efforts seem to get thwarted by the world around you!

- ***To give yourself the best chance of success, sometimes a Leader needs to influence the shape of the world around them particularly when the world appears to be conspiring against them.***

Programme Stages

Stage 1. Pre-Programme Briefing

We start with a briefing session. It is at this point we explain exactly how the Leadership Development Programme works and what it entails.

Some of the time is likely to be spent exploring expectations and priorities. It also enables us to collect background information on your role, your team, your organisation structure, and any other information that might have relevance.

Stage 2. Session 1 – Leadership Assessment

This session is about collecting information about your skillsets using Psychometric Instruments and what we call Competency Based Interviewing.

Typically we will use a range of personality, ability, and aptitude including Myers Briggs, Belbin Team Roles, PAPI, and Logiks.

The Competency Based Interview will generally focus on Skill clusters relating to:

- People e.g. Leadership style, Sensitivity, Development of Others.
- Management e.g. Planning and Organising, Problem Solving and Decision Making
- Personal Aptitudes e.g. Initiative, Innovation, Resilience, Flexibility

Stage 3. Session 2 - Feedback and Discussion

This session is about ensuring you fully understand the results of the assessment process. It is highly participative in nature and enables us to jointly agree development priorities.

Stage 4. Individual Assignment 1

Before the next session you will be asked to complete the first of two formal assignments. This one is about prioritising leadership strengths and development needs. This assignment is intended to help you crystallise your thoughts given all the feedback and discussions in the previous session.

Stage 5. Session 3 – Why am I here?

This session is used to develop a clear understanding of your role particularly looking at its purpose, what your key objectives/targets are, and what you really need to be good at as a successful Leader.

Whilst appearing relatively straightforward, this session can often have a dramatic impact. “Things suddenly become much clearer!”

Stage 6. Individual Assignment 2

This assignment is intended to help you focus down on those skills that will have maximum impact on your capability as a Leader. These skills will become the central planks of the action plan we develop together.

Stage 7. Session 4 – Personal Development Planning

Once we know what changes we are trying to make we can agree a series of actions to help you make those changes.

The actions agreed may include some specific training inputs but are more likely to focus on activities you can undertake for yourself.

Stage 8. Session 5 – Review

This review session is intended to provide a milestone for you to work towards, knowing that we can sit down at an agreed time in the future and review progress. This enables us to make any adjustments in light of experience. It also allows any outstanding questions or issues to be dealt with and closes the formal stages of the Leadership Development Programme.

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