



Leadership

Are your leaders getting the best from their teams?

Some people need very little help in developing leadership skills and abilities. These are the 'naturals' who often have charisma and seem to be born to lead. Most of us, however, benefit from some help.

This help mainly comes in the form of discussing some good common sense principles. These principles, if applied, contribute to a leader's effectiveness.

We believe the best leadership programmes and courses combine a mixture of raising self awareness (through exercises, psychometrics and 360° feedback), challenging attitudes, building powerful belief systems, building confidence and skills training.

This is seldom achieved just by attending a lecture or reading a book. For us, then, the best leadership training comes from doing, reviewing and applying.

We find that . . .

The 'what' (to do) part of leadership is the often understood

The question is: Why aren't so many leaders doing it?

Much of it boils down to confidence

Attitudes, beliefs and skills all contribute

Leaders can be developed

The results can be seen in the bottom line

Our approach

We aim to design programmes around the needs of the client.

That said, the fundamental principles are common to all. We therefore find that we usually end up tailoring existing workshops or programmes that we know work well, rather than starting completely from scratch.

Training and development

Self awareness. We regularly use the Insights evaluator psychometric report which is detailed but easy to use and popular. We use the MSQ leadership feedback mechanism for 360° feedback.

Coaching. We coach Managers at all levels (see coaching and mentoring)

Workshops and programmes. We cover all familiar topics such as leadership v management, motivating others, delegation, coaching, decision making, time management, performance management, leading a team, etc.

Style. Most of our leadership training is activity based supported by facilitator input. We find that using the outdoors can noticeably enhance the experience for the individual, particularly in terms of moving out of comfort zones into stretch zones. We therefore often use the Lasham woodland outdoor centre.

What are the benefits to you?

- ◆ More motivated staff and therefore better staff retention
- ◆ Higher productivity
- ◆ Greater empowerment and therefore quicker decision making
- ◆ More relaxed and confident leaders
- ◆ A 'healthier' organisation

Would you like to discuss further?

Contact us on 01628 7711960 to discuss how we can help develop leadership in your organisation.