

STEPPING UP TO LEADERSHIP

Delivery Format



Face to Face Group Workshops

Maximum 12 participants
2 days



Live, Virtual Group Workshops

Maximum 10 participants
2 days

Who Should Attend?

This workshop is designed for those moving into a leadership role. It's also recommended for anyone who:

- ✓ Is a senior manager or executive
- ✓ Has leadership, or line management responsibility
- ✓ Consider themselves an 'accidental leader'
- ✓ Needs to achieve results through others
- ✓ Runs a small or medium enterprise with a formal or informal structure
- ✓ Wants to be more influential with colleagues or clients
- ✓ Manages relationships, projects or project stakeholders
- ✓ Aspires to manage or lead a team in the near future
- ✓ Wants to create a more dynamic, loyal and energised workplace
- ✓ Wants to develop themselves as a more competent and effective colleague or manager

Workshop Overview

An essential two-day course for experienced managers stepping up to a more senior role. We use several established theories and proven, contemporary tools to help participants develop and live their leadership brand. The course recognises the value of positive psychology and a strengths-based approach to leading others.

Key Objectives

Participants will leave the workshop with strategies and practical actions to:

- ✓ Recognise the key attributes of strong leaders
- ✓ Tap into their Strengthscope® report to understand their key strengths as a leader
- ✓ Act on insightful colleague feedback from their Strengthscope® 360 report
- ✓ Refine their Leadership Brand and find ways to share this with their followers
- ✓ Hone their strengths to exploit their leadership edge
- ✓ Strike a balance between the disciplines of leadership and management
- ✓ Analyse their own leadership style and formulate an action plan for development
- ✓ Flex their leadership style when appropriate, to improve team performance
- ✓ Demonstrate effective communication skills with all personality types
- ✓ Empower their team using seven levels of delegation
- ✓ Optimise team performance through feedback, courageous conversations and in the moment coaching.
- ✓ Refine their approach to strategic planning
- ✓ Improve organisational, functional or departmental efficiency using the Business Model Canvas
- ✓ Drive strategic direction
- ✓ Assess their own motivational profile and its impact on their leadership style
- ✓ Tap into the motivation within your team to maximise collaboration and performance
- ✓ Assertively and effectively deal with conflict

This immersive workshop challenges participants to reflect on their leadership style in order to discover improvements in team culture and performance. Using proven tools and techniques, participants can look through several lenses at their own impact on their part or the organisation. Each will leave with a clear plan to change behaviours in order to improve their awareness, confidence and results through others.