

Business HorsePower – Empowering Leaders

Title of Proposed Programme	SME Future Leaders Programme
Programme Content	<ul style="list-style-type: none"> • Identifying main obstacles to effective leadership. • what is leadership and how does it differ from management • Understanding different leadership styles and when to use them • Own leadership assessment profile • Introduction to emotional intelligence and appreciation of own values and beliefs • What is a team v a group • Obstacles to effective team working • Benefits of effective teamwork and dynamics of team development • Understand the relationship between delegation and empowerment • Use of authority v accountability v responsibility • Difference between productive v busy work; urgent v important
Course delivery method	A mixture of employer premises and training provider premises
Duration	Two days which can occur back to back or over a period of a month
What are the perceived business benefits of the proposed training and what are the outcomes for the business	<p>Business benefits and outcomes are improved leadership and teamworking skills. Enhanced communication and an understanding of emotional intelligence and how that influences everything we do.</p> <p>Through improved self-awareness team members will be able to contribute more effectively to the business through improved relationships that will drive productivity and profitability. Team members will also feel more motivated and engaged and through investing in their development employee motivation should increase and turnover decrease.</p>
Target group of participants/Who should attend	Front line managers who are aspiring to become leaders, emerging leaders and team leaders wanting to develop their skills
Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer	<p>Definitely – the course can be extended to included managing change dynamics and more in-depth work on team formation and how to create highly effective teams based on the work of Patrick Lencioni – 5 Dysfunctions of a Team.</p> <p>Psychometric assessments can also be included and this would incur additional fees.</p>

Title of Proposed Programme	Women in Leadership
Programme Content	<p>This programme will support high potential women in your organisation through strengthening engagement, developing leadership thinking and building pathways for promotion.</p> <p>Sessions are designed to engage and inspire, whilst developing new thinking, habits and behaviour</p> <p>Some of the topics covered on a 12-week programme are:</p> <ul style="list-style-type: none"> • Collective buy-in and accountability • Shared company vision • How to inspire and engage team members • Shared stories to build relationships • Growth of individual habits and behaviours • Peer reward and recognition • Individual goal setting • Advanced business systems and procedures • Brand awareness and social responsibility <p>Each session is delivered in a highly interactive manner using our proprietary Group Activation System which incorporates the latest neuro-science principles.</p>
Course delivery method	<p>Employer premises Third Party premises Could be delivered remotely if required</p>
Duration	<p>12 x 90 min sessions delivered on consecutive weeks or fortnightly</p>
What are the perceived business benefits of the proposed training and what are the outcomes for the business	<p>The business benefits of this programme are:</p> <ul style="list-style-type: none"> • build an inclusive and united culture • create role models at all levels • improve staff and client engagement • enhance employee retention • fast track productivity and profitability • improve communication • align staff and management relationships • improved confidence and leadership presence
Target group of participants/Who should attend	<p>Organisations ready to develop the leadership ability of female emerging leaders and employees. Progressive organisations who want to actively support gender equality and strengthen the progression of our future women leaders.</p>

Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer

The pricing assumes a cohort of 10 women in the programme at £1,200 per person. Should more or less delegates attend then the pricing would be flexed to reflect this.

One on one coaching can be added to the programme as can psychometric assessments, both of which would incur additional fees.

Title of Proposed Programme	Leading Through Change
Programme Content	<p>The programme contains 5 success components which can be delivered individually on a stand alone basis.</p> <ul style="list-style-type: none"> • The Success Component One: INDIVIDUAL – Understanding Self • Success Component Two: TEAM Empowering Others • Success Component Three: ORGANISATION Leading Purpose and Change • Success Component Four: BUSINESS Deliver Positive Results • Success Component Five: ENVIRONMENT Leading Through Change <p>Each component builds on the previous one and so they are best completed in this order. The programme is very experiential and includes lots of peer to peer learning, action sets and experiential exercises to embed the learning.</p> <p>Each delegate will walk away with their own action plan after the programme and there will be peer to peer accountability to help ensure that actions are actually put into practice.</p>
Course delivery method	<p>Employer premises Training Provider premises Third Party premises</p>
Duration	<p>This is a five day course. Modules can be delivered back to back or one module per month</p>
What are the perceived business benefits of the proposed training and what are the outcomes for the business	<ul style="list-style-type: none"> • Boosted individual leadership skills. Each individual increase his/her own leadership capabilities by developing their awareness as well as a clear vision, thus experiencing improved productivity. • Enhanced productivity. We help you take your team to unprecedented levels of business achievement by focusing on the people behind the financial performance. Empowering people and cultivating leadership are what enable profound change — and what propel organisations to greater productivity and growth. • Increased team collaboration. Studies show that empowering team members and providing them with a clear vision is a proven way to create a unified system and fosters the qualities that drive toward improved financial results over the long term
Target group of participants/Who should attend	<p>Middle and senior managers who will be involved in leading change within the organisation</p>

Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer

If required just two, three or four of the modules could be delivered, so this programme is highly customisable. In addition experiential learning with the horses can be incorporated to help embed the learning. Coaching can also be added, both of which will incur additional costs.

Pricing based on 10 delegates and this will flex depending on number of attendees.