

## Investors in Excellence – Empowering Leaders

<b>Title of Proposed Programme</b>	ME and High Performing Leadership (ME = My Excellence)
<b>Programme Content</b>	<p><b>Aim of course</b> To explore leading self and others, leading and understanding the impacts of change and become a professional leader.</p> <p><b>Introduction</b> Being able to optimally perform begins with understanding self and what makes us give of our best. As a leader we need to get the best out of others especially in times of change. To get the best out of others you need to understand yourself. This course gives an opportunity for reflection on self-awareness and growing into a professional leader. Leading and coping in times of change.</p> <p><b>Learning Outcomes</b> This course enables participants to:</p> <div style="background-color: #cccccc; text-align: center; padding: 5px; margin: 10px 0;"> <b>Learning Objectives</b> </div> <p><b>Leadership</b></p> <p><b>Module 1 ME and Leading Self</b></p> <ol style="list-style-type: none"> <li>1.1 To explore leading self – the first step to modern leadership.</li> <li>1.2 To study leading self from thought to action.</li> <li>1.3 To evaluate the importance of looking back and looking forward.</li> <li>1.4 To assess the value of looking after yourself as a leader.</li> <li>1.5 To understand how others see me.</li> <li>1.6 To research how changing for the better doesn't take a lifetime.</li> <li>1.7 To explore the relationship between self-awareness and 'Knowing me, knowing you'.</li> <li>1.8 To study how to become a great self-coach.</li> <li>1.9 To study how to become a great leader.</li> <li>1.10 To examine the attributes of a great follower.</li> </ol> <p><b>Module 2 ME and Leading Others</b></p> <ol style="list-style-type: none"> <li>2.1 To explore if there is a leader in you.</li> <li>2.2 To research what makes a leader great.</li> <li>2.3 To examine the relationship between strategy and culture - Great leaders eat up their lunches.</li> <li>2.4 To explore leadership traits.</li> <li>2.5 To appraise my style of leadership.</li> </ol>

	<p>2.6 To study leadership styles. 2.7 To research modern leadership styles. 2.8 To understand and focus on becoming a strategic leader. 2.9 To study the sources of power. 2.10 To understand The Leadership Jigsaw.</p> <p><b>Module 3 ME and Leading Change</b></p> <p>3.1 To explore why and how change happens. 3.2 To understand what drives change. 3.3 To analyse the drivers or forces of change in your workplace. 3.4 To study managing change effectively. 3.5 To understand how change can be revolutionary. 3.6 To examine the types of change. 3.7 To study Change Models. 3.8 To effectively apply the learning. 3.9 To understand a new way to lead change. 3.10 To study how to take your learning forward.</p> <p><b>Module 4 ME and Leading as a Profession(al)</b></p> <p>4.1 To ascertain what managers do best. 4.2 To study what leaders do best. 4.3 To explore, am I more manager or leader? 4.4 To research the approaches to modern leadership. 4.5 To understand the importance of leaders to learning, developing and growing. 4.6 To study the right leader for the right situation. 4.7 To explore leading with sledgehammers and nuts. 4.8 To examine the role of the ethical leader. 4.9 To Identify the excellent way to deal with conflict. 4.10 To study how to develop one team and communicating effectively and efficiently with it.</p>
<p><b>Course delivery method</b></p>	<p>A blended learning approach. Delivery in a classroom or training room setting is ideal so learning is enhanced through discussion and colleague/peer support. liE Facilitator led to share wider experiences.</p> <p>Learner takes responsibility of managing an Exemplar project, self-managing progress and output, supported normally at distance and reviewed remotely by liE Coach to identify and maximise outcomes. Certificate issued by Investors in Excellence.</p> <p>Office 365 survey captures evaluation and endorses learning outcomes.</p>
<p><b>Duration</b></p>	<p>The Programme is designed to be delivered in a classroom or training room setting over 2 days, 4 modules with each module lasting 3 hours. 2 days back to back.</p>

<p><b>What are the perceived business benefits of the proposed training and what are the outcomes for the business</b></p>	<p>A journey to self-awareness allows the learner to participate in a blended learning approach and to go away in confidence to lead others.</p> <p>To grow in knowledge and to apply new and innovative techniques to become a professional leader.</p> <p>Drive change effectively and minimise the impact on the business, quantifiable benefits will be seen including more motivated staff and minimising business disruption.</p> <p>A culture of excellence mindset is begun within the workplace which is quickly infectious.</p>
<p><b>Target group of participants/Who should attend</b></p>	<p>Group sizes of 16 ideal. Larger groups can be accommodated.</p> <p>Team Leaders, Aspiring leaders, those identified for succession or those refreshing their skills. In house teams or open courses work equally as well.</p>
<p><b>Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer</b></p>	<p>Participants are strongly encouraged to make full use of the supplied Excellence Portfolio, into which work, reflections and valuable articles can be dragged and dropped.</p> <p>Learner peer groups can learn and share together in the workplace or engage with others sharing a common improvement language.</p> <p>Engage in best practice forum in-company or in wider peer groups. Virtual or face to face.</p> <p>The 4-module course can be completed online on average taking 30 hours.</p>