



Lattitude7 – Empowering Leaders

Title of Proposed Programme	Emotionally Intelligent Leadership
Programme Content	<ul style="list-style-type: none"> • What is Leadership (good and bad)? • Management vs. Leadership • Strategic vision, direction and business planning • Influencing and persuasion • The inspirational timeline • Toxic leadership, career limitations and derailing • Action-centred leadership • What is missing from the John Adair hypothesis? • Emotions • Emotional Intelligence • What leaders do • Leadership styles (consider six styles) • The five pillars of exceptional leadership • Managing Conflict • Providing Feedback (the 5 R's) <p>This module forms part of our ILM-endorsed 'Future Leaders Programme'</p>
Course delivery method	Employer premises Training Provider premises (up to 5 delegates) Third Party premises
Duration	This course is delivered over 1 session of 6 hours
What are the perceived business benefits of the proposed training and what are the outcomes for the business	This will help middle and senior managers to improve their understanding/appreciation of difference and the application of various emotional components and styles. This allows them to lead diverse groups of people to bring about a higher performing workplace. The outcomes for the business include harmonious staff, robust succession, reduced demarcation, improved internal harmony, enhanced customer relationships and better business performance.
Target group of participants/Who should attend	Middle and senior managers who want/need to improve their understanding/appreciation of difference and the application of various emotional components and styles.
Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer	Tutorials, module hopping and blended solutions can be offered as required.



Title	Embracing Change
Programme Content	<ul style="list-style-type: none"> • Embracing Change • Industry 4.0 and the VUCA world • How change impacts people and business culture • Typical Concerns • Why Change Initiatives Fail • Barriers • Change Management • Change Strategy • The Kübler-Ross Model • What can we do about it • Providing Support during Change • Change Process • Employee Commitment during Change • Building the Total Team • The key Drivers of Change • People • A skip through our brain • Meet VUCA with VUCA • Mental strength, self talk and resilience • Case Studies • Action Plan <p>This module is being considered to be part of our ILM-endorsed 'Future Leaders Programme'</p>
Course delivery method	Employer premises Training Provider premises (up to 5 delegates) Third Party premises
Duration	This course is delivered over 2 sessions of 6 hours each spaced one week apart
What are the perceived business benefits of the proposed training and what are the outcomes for the business	This will help middle and senior managers to improve their understanding/appreciation of change management and the application of various <i>people</i> , <i>process</i> and <i>strategic</i> elements. This allows them to understand and embrace change to bring about a higher performing workplace. The outcomes for the business include people who have the resources to accept change and manage it well and to be much more resilient in the face of change. This will give the business a competitive edge.
Target group of participants/Who should attend	Middle and senior managers who want/need to improve their understanding/appreciation of handling change and the application of various tools for resilience.
Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer	Tutorials, module hopping and blended solutions can be offered as required.



Title of Proposed Programme	Beyond Empowerment
Programme Content	<ul style="list-style-type: none"> • Introduction and Culture • Culture and the I C O Cycle (<i>Inclusion, Control, Openness</i>) • Definitions of terms: <ul style="list-style-type: none"> - <i>Authority</i> - <i>Accountability and outcome-based accountability</i> - <i>Responsibility</i> - <i>Ownership</i> - <i>Empowerment</i> • Effective Delegation • Self-management • Delegated Decision Making • Ownership • Empowerment • Director Responsibilities • RASCI Responsibility Matrix • The I C O Cycle – making a difference • Assignment • Personal Action Plan <p>This module forms part of our ILM-endorsed 'Future Leaders Programme'</p>
Course delivery method	Employer premises Training Provider premises (up to 5 delegates) Third Party premises
Duration	This course is delivered over 1 session of 6 hours
What are the perceived business benefits of the proposed training and what are the outcomes for the business	This will help middle and senior managers to improve their understanding/appreciation of ownership and empowerment. This allows them to lead people and enable autonomy to bring about a higher performing workplace. The outcomes for the business include harmonious staff, robust succession, reduced demarcation, improved internal harmony, real ownership of tasks, robust accountability and credibility, enhanced customer relationships and better business performance.
Target group of participants/Who should attend	Middle and senior managers who want/need to improve their understanding/appreciation of leadership responsibilities, authority, accountability, ownership and empowerment.
Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer	Tutorials, module hopping and blended solutions can be offered as required.



Title of Proposed Programme	The Three R's of Leadership (Relationships, Relationships, Relationships)
Programme Content	<ul style="list-style-type: none"> • What are relationships in business? • Why do they sometimes not work very well? • How to make our relationships stronger and more strategic • Communication is the key – fundamental element explained) • Advanced communications – NLP matching, mirroring, pacing, leading • We have bias, both conscious and unconscious – what can we do? • We are what we think – confirmation of sub-conscious drivers • Thinking Critically – analysis, communications, creativity, open mindedness • Problem Solving (rather solution finding through AI) techniques • The four stages of conflict and appropriate resolutions • Thomas – Kilmann conflict mode model • At school we learnt the 3 R's, now know, in business, it stands for relationships, relationships, relationships <p>This module forms part of a sub-module (Pressing the right buttons) of our ILM-endorsed 'Future Leaders Programme'</p>
Course delivery method	Employer premises Training Provider premises (up to 5 delegates) Third Party premises
Duration	This course is delivered over 1 session of 6 hours
What are the perceived business benefits of the proposed training and what are the outcomes for the business	This will help middle and senior managers to improve their understanding/appreciation of others. This allows them to lead and communicate with people to bring about a higher performing workplace. The outcomes for the business include harmonious staff, robust succession, reduced demarcation, improved internal harmony, open communications, team bonding and enhanced customer relationships and better business performance.
Target group of participants/Who should attend	Middle and senior managers who want/need to improve their relationships with all around them.
Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer	Tutorials, module hopping and blended solutions can be offered as required.