

## Pro-Development (UK) – Empowering Leaders

<b>Title of Proposed Programme</b>	Inspiring Leadership – Experiential Programme with Coaching
<b>Programme Content</b>	<ul style="list-style-type: none"> <li>• Introduction to the programme and setting your learning goals</li> <li>• Agree how you will work with your Programme Leader and Coach</li> <li>• Explore leadership and management theory and the modern style of a leader</li> <li>• Examine how leadership has a positive impact on employee engagement and understand the business benefit this brings</li> <li>• Identify your strengths and personal values and what matters to you</li> <li>• Identify your values, personal motivators, resilience, mental strength</li> <li>• Explore how this fits with the strategic direction of your business</li> <li>• Explore how your insights can improve working relationships</li> <li>• How to become an authentic leader and explore what it is like to be led by you?</li> <li>• Examine personal traits under pressure</li> <li>• Explore the importance of management and strategic vision to engage the team</li> <li>• Communicating with impact to influence the team</li> <li>• Key traits of a leader that motivate a team to maximise performance</li> <li>• Identify the characteristics of a high performing team</li> <li>• Examine the team and the roles people play</li> <li>• Understanding and respecting differences</li> <li>• Identify methods for conflict management to gain commitment and accountability</li> <li>• How to empower the team and effective delegation</li> <li>• Managing performance to achieve results</li> <li>• How to have honest conversations and manage unconscious bias</li> <li>• Dealing with underperformance and managing talent for a win/win outcome</li> <li>• Managing business risk through robust succession planning</li> <li>• Explore the formal and informal organisation - Business strategy planning</li> <li>• Examine how people react to change and explore change models and the steps for leading change</li> <li>• Engaging, communicating and involving others in change</li> <li>• Overcoming resistance to change</li> <li>• Reflective practice</li> </ul>

	<ul style="list-style-type: none"> <li>• Review learnings and developing an action plan</li> <li>• Building self-belief</li> <li>• Setting goals that will inspire you and others to succeed</li> </ul>
<b>Course delivery method</b>	Training Provider premises Third Party premises using our approved providers
<b>Duration</b>	This programme is delivered over 7 months. It includes 7 x one day experiential workshops delivered each month run in a variety of locations across the Leeds City Region. Between each workshop, the individual will have 6 x 1.5 hour coaching sessions to support and embed the learning
<b>What are the perceived business benefits of the proposed training and what are the outcomes for the business</b>	<ul style="list-style-type: none"> <li>▪ Inspire people to be their best, increasing overall productivity.</li> <li>▪ Enhance your customers experience by instilling customer centric thinking.</li> <li>▪ Motivate the workforce to become advocates of your business.</li> <li>▪ Build an environment of honesty and trust where change is embraced supporting future growth of the business.</li> <li>▪ Encourage creativity and help innovate your business.</li> <li>▪ Contribute to reduced sickness levels by creating a positive working environment.</li> <li>▪ Reduce staff turnover and nurture talent by engaging and developing your people.</li> <li>▪ Attract great people though a reputation of being a good employer.</li> <li>▪ Communicate and lead your people toward achieving business goals providing clarity and purpose.</li> </ul>
<b>Target group of participants/Who should attend</b>	<p>This programme is aimed at men and women who are keen to develop their leadership skills.</p> <p>Business Owners, Directors and other Managers who have not had the opportunity to consider their leadership style but are looking for a more practical, pragmatic approach to learning about their leadership.</p>
<b>Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer</b>	<p>We work with all the individuals on each programme to adapt to their learning needs and abilities.</p> <p>We can also deliver this programme bespoke for a client if they have a number of managers and the content would be aligned to their business needs.</p>

<b>Title of Proposed Programme</b>	Inspiring Leadership Programme with Action Learning Sets
<b>Programme Content</b>	<ul style="list-style-type: none"> <li>• Introduction to programme and Action learning groups</li> <li>• Making connections and Learning Styles</li> <li>• Leadership V Management – modern style of leadership</li> <li>• The transition challenge and Expectations of a manager</li> <li>• Current areas of focus explored</li> <li>• My personal style – qualities and attributes</li> <li>• Rapport building and the Communication model</li> <li>• Assertiveness</li> <li>• How to hold Honest conversations and unconscious bias</li> <li>• Feedback, Questioning &amp; listening</li> <li>• Influencing</li> <li>• What is a team and cross team working?</li> <li>• High performing teams</li> <li>• Team stages of Development</li> <li>• Team roles</li> <li>• How to motivate to perform</li> <li>• Praise and recognition</li> <li>• The importance of employee engagement, strategic vision and direction</li> <li>• Recruitment and Induction</li> <li>• Performance management and Objective setting</li> <li>• Coaching</li> <li>• Reviewing performance</li> <li>• Dealing with change</li> <li>• Managing capability and behavioural issues e.g. conflict</li> <li>• Equality and Diversity</li> <li>• Decision making</li> <li>• Delegation and Empowering others</li> <li>• Development in role using 70/20/10 model</li> <li>• Talent management and Succession planning</li> <li>• Reflective practice</li> <li>• Review learnings and developing an action plan</li> <li>• Building self-belief</li> <li>• Setting goals that will inspire you and others to succeed</li> </ul>
<b>Course delivery method</b>	Employer premises Training Provider premises Third Party premises
<b>Duration</b>	<p>This programme is delivered over 6 months. It includes 6 x one day classroom based interactive workshops delivered each month.</p> <p>Between each workshop, the individual will take part in a half day Action Learning set to support and embed the learning</p>
<b>What are the perceived business benefits of the proposed training</b>	<ul style="list-style-type: none"> <li>• Reduce senior manager involvement as issues are dealt with by first tier management.</li> <li>• First tier management embed the vision and goals within the organisation.</li> </ul>

<b>and what are the outcomes for the business</b>	<ul style="list-style-type: none"> <li>• Inspire people to be their best, increasing your overall productivity.</li> <li>• Enhance your customers experience by instilling customer centric thinking.</li> <li>• Motivate the workforce to become advocates of your business.</li> <li>• Build an environment of honesty and trust where change is embraced supporting future growth of the business.</li> <li>• Encourage creativity and help innovate your business.</li> <li>• Contribute to reduced sickness levels by creating a positive working environment.</li> <li>• Reduce staff turnover and nurture talent by engaging and developing your people.</li> <li>• Attract great people though a reputation of being a great employer.</li> </ul>
<b>Target group of participants/Who should attend</b>	<p>This programme is aimed at men and women who are keen to develop their management and leadership skills.</p> <p>New and emerging Managers who have the potential to develop and are looking for a practical and pragmatic approach to learning about their management capability.</p>
<b>Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer</b>	<p>We work with all the individuals on each programme to adapt to their learning needs and abilities.</p> <p>We can also deliver this programme bespoke for a client if they have a number of managers and the content would be aligned to their business needs.</p>

<b>Title of Proposed Programme</b>	Inspiring the Best from Others - People Fundamentals Workshop
<b>Programme Content</b>	<ul style="list-style-type: none"> <li>• Introduction to workshop.</li> <li>• Understand what it means to be a manager and identify the key skills and behaviours required.</li> <li>• Explore different leadership/management styles and enhance our awareness of our own style of leadership/management.</li> <li>• Raise awareness of our strengths and learn how to use those effectively to manage different people and situations.</li> <li>• Build confidence to manage performance effectively and support individuals to get the best out of them.</li> <li>• Learn how to delegate effectively to achieve accountability and results within the team.</li> <li>• Reflective practice.</li> <li>• Review learnings and developing an action plan.</li> <li>• Setting goals that will inspire you and others to succeed.</li> </ul>
<b>Course delivery method</b>	Training Provider premises Employer Premises
<b>Duration</b>	This workshop is delivered over 1 day to give an introduction to becoming an empowering leader.
<b>What are the perceived business benefits of the proposed training and what are the outcomes for the business</b>	<ul style="list-style-type: none"> <li>• Reduce middle manager involvement as issues are dealt with by first time managers.</li> <li>• First time management embed the vision and goals within the organisation.</li> <li>• Inspire people to be their best, increasing your overall productivity.</li> <li>• Motivate the workforce to become advocates of your business.</li> <li>• Build an environment of honesty and trust where change is embraced supporting future growth of the business.</li> <li>• Encourage creativity and help innovate your business.</li> <li>• Contribute to reduced sickness levels by creating a positive working environment.</li> <li>• Reduce staff turnover and nurture talent by engaging and developing your people.</li> <li>• Attract great people though a reputation of being a great employer.</li> </ul>
<b>Target group of participants/Who should attend</b>	<p>This programme is aimed at men and women who are new to management and leadership or considering a role in this area.</p> <p>New and emerging Managers who have the potential to develop and are looking for a taster to get them started on their leadership development journey.</p>

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

We work with all the individuals on each programme to adapt to their learning needs and abilities.

We can also deliver this programme bespoke for a client if they have a number of managers and the content would be aligned to their business needs.

<b>Title of Proposed Programme</b>	Coaching to Inspire Empowering Leaders
<b>Programme Content</b>	A programme of coaching to support women and other leaders to improve confidence and identify barriers holding back leaders from inspiring and empowering others.
<b>Course delivery method</b>	Training Provider premises Employer premises
<b>Duration</b>	This programme is delivered through 4 x 1.5 hour sessions over a duration of 4-6 months to support embedded change
<b>What are the perceived business benefits of the proposed training and what are the outcomes for the business</b>	<ul style="list-style-type: none"> <li>▪ Develop talent to support the growth of the business.</li> <li>▪ Build an environment of honesty and trust where change is embraced supporting future growth of the business.</li> <li>▪ Encourage creativity and help innovate your business.</li> <li>▪ Contribute to reduced sickness levels by creating a positive working environment.</li> <li>▪ Reduce staff turnover and nurture talent by engaging and developing your people.</li> <li>▪ Attract great people though a reputation of being a good employer.</li> <li>▪ Communicate and lead your people toward achieving business goals providing clarity and purpose.</li> </ul>
<b>Target group of participants/Who should attend</b>	This programme is aimed at women and men who are keen to identify what is holding them back from becoming an inspiring and empowering leader and helping them to address these areas.
<b>Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer</b>	<p>We work with all the individuals to adapt to their learning needs and abilities.</p> <p>These sessions will be completely flexible dependent on the individual and business needs.</p>