

## University of Huddersfield – Empowering Leaders

<b>Title of Proposed Programme</b>	Empowering Leadership: Maximising Leader Effectiveness in a World of Dynamism
<b>Programme Content</b>	<p>* All workshops accredited to level 5 Chartered Management Institute status.</p> <p><b>Workshop 1: <u>Empowering Leadership: what does a modern leader look like?</u></b></p> <p>Indicative Content:</p> <ul style="list-style-type: none"> <li>- Developing effective leadership styles</li> <li>- Leading high performing cultures</li> <li>- Toxic leadership and how to avoid it</li> <li>- Empowering followers</li> <li>- The benefits of collaborative leadership</li> </ul> <p><b>Workshop 2: <u>Dynamic Capabilities and Leadership: Leading through change.</u></b></p> <p>Indicative Content:</p> <ul style="list-style-type: none"> <li>- Personality assessment (NEO PI-3 assessment).</li> <li>- An introduction to dynamic capabilities and how they can help your business maximise performance.</li> <li>- Activity: group visit/external speaker of an organisation with dynamic capabilities.</li> <li>- Strategic direction in a time of turbulence and dynamism</li> <li>- Sharing best practice.</li> <li>- Developing resilience as a leader: understanding how our personality plays a role here.</li> </ul> <p><b>Workshop 3: <u>Overcoming biases: becoming a conscious and high performing leader.</u></b></p> <p>Indicative content:</p> <ul style="list-style-type: none"> <li>- Introduction to biases</li> <li>- The impact of bias on the workplace</li> <li>- Acknowledging biases</li> <li>- Managing and overcoming biases</li> <li>- The role of leadership in managing and overcoming bias in the workplace</li> </ul> <p><b>Workshop 4: <u>Leadership in the 21<sup>st</sup> century: How to be a generous leader and reap benefits from it?</u></b></p> <p>Indicative content:</p> <ul style="list-style-type: none"> <li>- Introduction to Takers, Givers and Matchers – identify your style</li> <li>- Benefits of giving leadership behaviours (teamwork, employee loyalty, dedication, profitability, productivity, efficiency, customer satisfaction, lower turnover rates)</li> <li>- Leaders as role models</li> </ul>

	<ul style="list-style-type: none"> <li>- Delegating giving behaviours</li> <li>- Identifying 'givers'</li> <li>- Developing others</li> <li>- Fostering a giving culture; reinforcing positive behaviours and improved business success.</li> </ul> <p>Workshop 5: <b><u>Leading into the future.</u></b></p> <ul style="list-style-type: none"> <li>• Becoming an ethical leader: Why should anyone be lead by you?</li> <li>• Restorative Practice and conflict resolution</li> <li>• The value of workplace diversity and equality</li> <li>• A practical and mindful approach to succession planning.</li> </ul> <p>All five workshops fall under the broader theme of empowering leadership with a focus on providing the leader with a toolkit of knowledge they can return to again and again as needed. Throughout, a critical approach is encouraged ensuring that the leader learns from approaches different to their own. This is supported by various workshop interactive activities, group discussions, live projects and reflective practice.</p>
<b>Course delivery method</b>	Employer premises - for bespoke in company programmes. Training Provider premises – our mixed cohort programmes will be held in the prestigious 3M Buckley Innovation Centre (3MBIC) in Huddersfield in a dedicated training suite with leading edge AV technology and workshop spaces designed for interactive, creative group learning.
<b>Duration</b>	This course is delivered over 5 day sessions covered over a period of 5-months.
<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>▪ Opportunity to gain level 5 Chartered Management Institute status upon successful completion of the programme.</li> <li>▪ An opportunity to work closely with the programme team on a live project within the participating organisation. Participants will be expected to directly apply knowledge gained to sense an opportunity in the wider business environment and formulate a plan to seize this. We would promote that they present this back to the organisation to encourage an application of learning.</li> <li>▪ Personality assessments for all participants administered by a qualified personality assessor (Dr Shelley Harrington). During the workshop interesting links will be made between personality, leadership and dynamic capabilities. All participants will receive a detailed personality profile and opportunity for 1-1 feedback.</li> <li>▪ A more dynamic, competitive outlook to the business environment; understanding how to sense, seize and transform opportunities building on a series of innovative leadership practice. As part of the workshops we will directly measure an individual/organisation's current ability</li> </ul>

	<p>to create dynamic capabilities with a focus on improving the results to feed into tangible outcomes.</p> <ul style="list-style-type: none"> <li>▪ An encouragement of reflective practice to allow leaders an opportunity to take time out of the business to work on themselves and their approach to business (aided by the results of the personality assessment and group discussions).</li> <li>▪ Higher skilled and qualified leaders and managers, able to take better informed decisions and create a high performance culture which encourages innovation and attracts higher calibre staff to meet the skills needs of a knowledge-led business, especially in key skill shortages.</li> </ul>
<b>Target group of participants/Who should attend</b>	SME business owners, employees, family businesses.
<b>Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer</b>	<p>Delivery can be flexible dependent upon the needs of the individual learner/employer. We can be flexible on the time and location of the workshops and have a provision for online delivery if needed. We would intend to record workshops where possible (and with the relevant permissions) to enable individuals to access the information. Participating organisations would also have access to all material via an online platform. We can work with our participating organisations to ensure that all themes, materials, and learning aims/outcomes fit with the demands and requirements of these organisations and tailoring content as and when appropriate to the individual needs of the taught group to offer a flexible and dynamic educational and training experience.</p> <p>This program will have the optionality in terms of bespoke in-house training for specific employers. The component parts of the programme can be specifically tailored to the needs of the participating organisation and flexible delivery schedule can be arranged based on specific organizational needs.</p>