

## **Innovate Now Ltd – Empowering Leaders**

<b>Title of Proposed Programme</b>	Leadership Skills for the 21 <sup>st</sup> Century
<b>Programme Content</b>	<p>This programme consists of five elements as follows:</p> <p>Critical Business Analysis (Using WISER Methodology)</p> <p>Core motivational theories and concepts</p> <p>Understand the roles of Managers, Leaders, Groups and Teams in the working environment</p> <p>Evaluate leadership/followership theories ‘the psychological contract’</p> <p>Understand and apply persuasion techniques</p>
<b>Course delivery method</b>	<p>[please select from the below]</p> <p>Employer premises</p> <p>Training Provider premises</p> <p>Third Party premises</p>
<b>Duration</b>	<p>This course is delivered over 5 sessions, one or two 4 hour session per month with follow up evaluations and support provided in addition.</p>
<b>What are the perceived business benefits of the proposed training and what are the outcomes for the business</b>	<p>Better equipped leaders that understand the power of Critical business analysis, strategic visioning, motivation and persuasion techniques whilst also understanding the dynamic of team, group and individuals within the business.</p> <p>Leaders that understand the relationship between leaders and followers and how they can get the best from their teams.</p> <p>Key measurable outcomes consist of:</p> <p>Business revenue growth</p> <p>Higher profitability</p> <p>Higher performing teams and better staff retention</p> <p>Talent development</p> <p>Innovation and value proposition development</p>
<b>Target group of participants/Who should attend</b>	Existing and potential senior business leaders.
<b>Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer</b>	<p>The programme is always tailored to the needs of the business and its personnel.</p> <p>There are a number of modules that can be added such as SOAR and the 5 D’s to provide approaches that will be beneficial to the individual need of the business.</p>

**Title of Proposed Programme**

Strategic Visioning and Growth Planning for Leaders

**Programme Content**

Please list the contents of the programme.

WISER methodology which provides executives with new tools and knowledge that can be directly applied to their organisational challenges. These involve break out groups to discuss certain questions with facilitated feedback. All delegates are provided with printed material for thoughts to be recorded. We provide delegates individual thought books to work through progress and encourage reflection. The training is delivered in three distinct phases:

1: Insight (Critical business analysis)

- Identify the key business challenges and opportunities, and develop strategies for growth
- Identify the emerging market and customer trends that are impacting the business and may significantly disrupt it.
- Gain an understanding of the disruptions affecting their industry

2: Vision (Strategic vision and aims prioritisation)

- Envisioning the future
- Destination analysis

- Creating the vision

3: Innovation (Action planning process and implementation)

- Explore the innovations required for the envisioned future
- Develop an integrated system of innovation best practices and innovation architecture
- Understand the organisational and cultural shifts required for innovation to succeed.
- How to create a greater sense of unity and teamwork among participants
- Create a high-level strategic blueprint that functions as a comprehensive guide for implementation and communication.

**Course delivery method**

[please select from the below]

Employer premises  
Training Provider premises  
Third Party premises

**Duration**

[This course is delivered over 5 sessions, one or two 4 hour session per month or as required by the client. Additional support and assessment is provided throughout the delivery of this programme. Projects are always based on the client's business and implemented supported by the trainer to measure understanding and successful learning outcomes.

**What are the perceived business benefits of the proposed training and what are the outcomes for the business**

Aligned Growth Strategy  
A shared understanding of the disruptions and changes affecting the industry and commitment to the innovations required for the envisioned future.  
Enhanced Innovation Capability  
A disciplined approach for collaboratively creating business value.  
Growth Acceleration  
An architecture for rapidly scaling innovation across all business areas to facilitate growth

**Target group of participants/Who should attend**

Senior Leaders and potential leaders

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

The programme is always tailored to the needs of the business and its personnel. There are a number of modules that can be added such as GRIP and the ESP and Profit Optimisation techniques to provide approaches that will be beneficial to the individual need of