

Quantum Vantage – Empowering Leaders

Title of Proposed Programme	Visionary Women (aligned to Institute of Leadership and Management -ILM level 4/5)
Programme Content	<p>The programme is built on years of research and the science behind our ASPIRE Model© enabling the development of women to achieve and perform to their highest potential.</p> <p>The programme aim:</p> <ul style="list-style-type: none"> • To support delegates to make the greatest positive impact they can in their organisation, community and the world by discovering their life purpose, setting goals and leading from their ‘best self’ to achieve top performance <p>Programme content</p> <p>The programme covers each of the 6 Secrets to Success© and break them into 3 phases for implementation. Each step can be used independently to support both personal and professional development. Phase 1 – Purpose & Identity, Phase 2 – Attitude & Structure, Phase 3 – Responsibility & Execution.</p> <p>These modules will:</p> <ul style="list-style-type: none"> • Build awareness of personal strengths and limitations – Building skills and confidence, understanding talents and abilities • Encourage best practice management and leadership – achieving high performing teams • Help delegates understand their role within their organisation regarding personal responsibility, accountability and their influence on translating strategy into action and contribute to strategic business challenges • Encourage delegates to use their position of power and authority both appropriately and responsibly • Inform delegates how to lead with charisma and assertiveness • Enable delegates to feel confident in managing risk, making tough decisions and feel confident with delegation and performance management. • Teach new creative and innovative ways to develop and execute ideas <p>Key Concepts Programme introduction, purpose and focus</p>

The characteristics required to create great leadership and organisational performance for Top Performers. Together these form the core of our life's true work and are vital if we want to create positive and sustainable change for ourselves and others.

a) Two life orientations

We experience two very different ways of managing our life, inside and out-side work. The first way is that we learn how to cope by reacting to circumstances. The other way is that we have the power to create what we want no matter what the surrounding circumstances leading a life of fulfilment and satisfaction. We move from '**problem reacting**' to an '**outcome creating**' approach.

b) Personal life purpose

The critical question for delegates is 'What's really important to them, so important they are willing to take some risks, willing to dare in order to achieve it?'

c) Vision

We will work with delegates to create a compelling vision that inspires and motivates them to move into action and achieve success.

d) Intention, choice and commitment

Being clear and stating our intention and making a conscious choice creates focus and energy. Intention and choice increase our ability to get what we want. Delegates will explore what it means to take ownership of their lives both professionally and personally.

e) Finding our strengths

Strengths are areas where we perform really well and feel energised. Are delegates playing to their strengths? Are they minimising their weaknesses? Are they leveraging their power and energy?

f) Mindfulness

Exploring the relevance of 'mindfulness practices' to 'mastering leadership' helps limit the impact of negative thoughts and emotions. Mindfulness is a key element to emotional intelligence.

g) Self-awareness

Discovering how to use mindfulness to build emotional intelligence and take responsibility for our interactions with others.

h) Creative tension

	<p>People and groups naturally move toward creating the future they desire by learning how to do two things well. First, they become clear about what they want, and second they look at where they are now. There is usually a gap – and the gap creates tension. This tension seeks resolution and can be used to create the results people want.</p> <p>i) Working with current reality Where are we now? What’s blocking us from where we want to be? Why are we immune to making and sustaining the changes we want to see? We work with a practical tool that helps us surface our ‘immune system’ and the assumptions that keep it in place.</p> <p>j) Working with contradictory and hidden beliefs The inner obstacles that stop us from taking action to achieve our vision. We advocate that the real issues leaders need to address are internal, not external. Delegates will explore ‘thought processes’ and ‘belief structures’ that block action.</p> <p>k) New beliefs Explore how to re-frame beliefs and ‘try on’ alternatives more consistent with their goals.</p> <p>l) Intuition As delegates become more mindful and conscious, they will develop their intuition and explore how this can become a trusted resource.</p> <p>m) Legacy The programme concludes with delegates exploring what they want to be remembered for within and without the organisation. A life well spent!</p> <p>KEY MODELS USED</p> <ul style="list-style-type: none"> A. APSIRE Model© – Six Secrets to Success B. Debono – Six Thinking Hats C. Jung – Colours D. Customer Journey Mapping <p>The Programme is aligned to ILM level 4/5 delegates will be able to have the option to complete a unit towards or gain the full qualification.</p>
<p>Course delivery method</p>	<p>Employer premises Training Provider premises Third Party premises Any premises x Online can be an option</p>

	<p>The Programme Methodology</p> <p>The programme is experiential and interactive using a blend of learning methods that might include:</p> <ul style="list-style-type: none"> • individual and group work • exercises • dialogue • presentations and teaching • coaching • work based/business project <p>Methods and materials are designed to help raise personal awareness in participants. Delegates would be encouraged, challenged and supported through personal coaching between modules to deepen their learning and take it back into their workplace and/or community. Depending on client context and circumstances the programme will commence with an insight into the ASPIRE Model© which provides a platform for the programme. Additionally, and/or alternatively, participants may also be asked to do some pre-course reading and preparation.</p> <p>All delegates will receive a free copy of Toni's eBook. The Woman Beyond Six Secrets to Success.</p>
<p>Duration</p>	<p>[Example] this course is delivered over 4 x 6-hour sessions over 6 – 12 weeks interspersed with 121 coaching sessions and individual work on work based/business projects</p>
<p>What are the perceived business benefits of the proposed training and what are the outcomes for the business</p>	<ul style="list-style-type: none"> • Improved confidence and contribution of delegate .to business strategy and growth • Improved leadership and productivity skills • Increased aspirations • accelerated trajectory to senior management and board positions • Raised Profile and impact of the individual
<p>Target group of participants/Who should attend</p>	<p>Women leaders, senior managers and potential senior leaders</p>
<p>Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer</p>	<p>Programmes can be tailored to the individual needs of employers and groups of female employees – these can be aligned to particular business needs and aligned to values within the organisation.</p> <p>Delegates will be encouraged to work in groups on work based projects to solve real business opportunities and problems.</p>

Title of Proposed Programme	Future Female Leader Programme – aligned to Institute of Leadership and Management level 3
Programme Content	<ul style="list-style-type: none"> • Personal Leadership • Differentiating Yourself • Myers Briggs • People and Difference • Wheel of life • Personal Performance and Development • Effective Communications • Leading and Managing a team • Managing conflict • Understanding Business • Innovation and creativity • Presentations • Work based project <p>The Programme is aligned to ILM level 3 delegates will be able to have the option to complete a unit towards or gain the full qualification.</p>
Course delivery method	<p>Employer premises Training Provider premises Third Party premises Any premises x Online is also available X</p> <p>The Programme Methodology The programme is experiential and interactive using a blend of learning methods that might include:</p> <ul style="list-style-type: none"> • individual and group work • exercises • dialogue • presentations and teaching • coaching • Assessment and professional discussion • Work based Project <p>Methods and materials are designed to help raise personal awareness in participants. Delegates would be encouraged, challenged and supported through personal coaching between modules to deepen their learning and take it back into their workplace and/or community. Depending on client context and circumstances the programme will commence with an insight into</p>

	<p>the ASPIRE Model© which provides a platform for the programme. Additionally, and/or alternatively, participants may be asked to do some pre-course reading and preparation.</p> <p>All delegates will receive a free copy of Toni's eBook. The Woman Beyond Six Secrets to Success.</p>
Duration	5 x 6-hour session over 6 - 12 weeks, 121 coaching and assessment meetings in-between face to face sessions alongside a work based project.
What are the perceived business benefits of the proposed training and what are the outcomes for the business	<ul style="list-style-type: none"> • Improved confidence and contribution of delegate .to business and growth • Improved leadership and productivity skills • Increased aspirations • More effective at managing self and others • Accelerated trajectory to senior management • Greater contribution to business decision making and planning. • Raised profile of the individuals
Target group of participants/Who should attend	Women in their first leadership position or within the talent pipeline for management
Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer	Programmes are tailored to the individual needs of employers and groups of female employees – these can be aligned to business needs and issues and values within the organisation.