

Leadership in Action

Programme Overview

Leadership in Action is designed to provide a practical focus on how to lead effectively. It enables participants to review their current leadership style in the context of leading a departmental team on both a daily basis and through periods of change. The programme also allows participants to apply their learning to a relevant business challenge.

Who is it for

Experienced Managers.

Programme Objectives

- to provide attendees with a greater insight into their leadership style and how it impacts their teams
- to enable attendees to hone critical leadership skills
- to enable attendees to put in place actions to create a high performance team culture
- to provide a practical understanding of how to lead change successfully

Learning Outcomes

Leadership in Action will enable attendees to:

- understand what leadership is about and how others perceive their leadership style
- understand the concept of emotional intelligence and what their level of emotional intelligence is
- understand what organisation culture is made up of
- understand what characteristics effective teams possess and how their team evaluates its own level of teamworking
- motivate their teams by creating a culture of empowerment
- learn how to apply coaching skills
- practice giving feedback
- understand the nature of change
- learn how to apply a series of change management tools

Content



Part 1 – Personal Impact (1 Day)

Part 1 of the programme is intended to allow participants to assess their leadership style and to understand where the strengths and areas for development are with regard to their style. Specific content includes:

- Leadership models and behaviours
- Feedback on leadership style
- Emotional Intelligence input
- Emotional Intelligence feedback
- Personal Development action planning

Part 2 – Building a High Performance Team Culture (2 Days)

Part 2 of the programme recognises that a Manager's effectiveness is determined by the quality of their team. This workshop provides participants with an overview of what effective teams look like and how

their team measures up against this. The workshop also provides participants with some of the essential skills required to lead and motivate a team successfully. Specific content includes:

- Understanding organisation culture
- Characteristics of high performing teams
- Managing team Performance
- Giving good feedback
- Team diagnostic
- Empowerment
- Motivation
- Coaching Skills

Part 3 – Leading Change (2 Days)

Part 3 of the programme recognises that the most effective leader/managers are able to successfully implement change. This workshop provides participants with an understanding of the factors that impact how successful change initiatives are and a toolkit for managing change. It also provides the opportunity for participants to apply their learning by working on a real CACHE business challenge. Specific content includes:

- Understanding the nature of change
- Change management toolkit
- Applying the toolkit to a real CACHE business challenge

The programme is supported with 1:1 coaching to enable transfer of learning and development of specific skills.