

OUR OFFERING

# Individual Leadership Skills



# Introduction

Leadership is a combination of skills and approaches and often there is a need for individuals to develop in a particular area.

Our wide range of workshops and sessions will enable you to fulfil a particular development need and equip your leaders with the skills you need to help your business grow.

# Our approach to learning

We are passionate about what we do and our approach which we call **REALITY** Learning



**Relevant** – Ensuring the learning is relevant both in context and application



**Exciting** – Capturing the excitement of the participant so they want to know more



**Achievable** – Ensuring participants feel confident that they can achieve



**Lived** – Focus is on a lived experience and telling stories to bring learning to life



**Interesting** – Incites the participants to want to know more



**Transforming** – Inspires individuals to make changes



**Yields Value** – Focus on measurable impacts to the business

# The workshops

## **Being an Effective Role Model**

**Duration: 3hrs**

To create a high-performance environment leaders need to role model the way. This workshop covers the key elements of being an effective role model, from knowledge, skills, and behaviour to using emotional intelligence. The full content of the session includes:

- Characteristics of an effective role model with reference to knowledge, skills and behaviour
- The 'Broken Window Theory' approach
- Using the RACI model
- Introduction to Johari Window and the importance of self-awareness
- Using Emotional Intelligence at work

## **Building a High-Performance Team**

**Duration: 1 day**

Building and maintaining a High Performing Team creates time and energy. This workshop will enable leaders to create an energised environment where the team feel empowered to contribute and collaborate. The content includes:

- What is a High Performing Team?
- Factors Contributing to Team Effectiveness
- The Four Stages of Team Development
- Team Roles in Practise
- The 5 Dysfunctions of a Team
- Giving and Receiving Effective Feedback
- Celebrating Team Success

# The workshops

## Handling Difficult People and Conversations Duration: 2hrs

61% of leaders would like to have training to support holding difficult conversations in the workplace. This workshop will equip your leaders with all the skills they need and provide practical hints and tips to use back in the workplace. The session content includes:

- What makes a conversation difficult?
- The risks involved in taking no action
- Using the Challenging Conversations Preparation Template
- Using the GRIT approach
- Managing Reactions and Maintaining Control
- Approaches to avoid

## Having Effective One to Ones Duration: 90mins

Having effective one to ones enables a leader and their team to participate in two-way conversations, which result in clear actions to move forward. This session will focus on creating this type of environment and will cover:

- What does an effective 1:1 look like?
- Great questions to use
- Managing both yours' and your team's emotions
- Signs that your 1:1s are not working and how to overcome them

## Having Great Career Conversations Duration: 90mins

Kim Scott describes career conversations as the single biggest way you can demonstrate that you care personally for your team. This session will equip leaders with practical conversation strategies to have meaningful conversations with their teams and will cover:

- Why we need to have career conversations?
- Rock Stars and Super Stars
- The importance of listening to the life story
- Identifying real individual aspirations
- Creating a meaningful plan with the individual

# The workshops

## Influencing Skills

Duration: 2hrs

Work is often defined as a relationship and within this leaders are required to influence in all directions in an organisation. This session will explore the skills required and examine how to practically influence to achieve goals. The session content includes:

- Defining Influence
- The difference between influence and authority
- Sources of Power within organisations
- Using Cialdini's principles of influence in practice
- Applying the push and pull models of influence
- Creating a personal strategy

## Introduction to Inclusive Leadership

Duration: 1 day

With diverse and inclusive teams making better business decisions 87% of the time, the case of inclusive leadership is obvious. This session will enable your leaders to adopt an inclusive approach and reap the subsequent rewards. Content includes:

- Current Reality
- What is Inclusive Leadership?
- The Six Dimensions of Diversity
- Recognising Bias
- The Six Traits of Inclusive Leadership and how to implement them
- The Business Case

## Introduction to Leading and Managing

Duration: 2hrs

Leading and Managing are terms that are widely used, but what do they mean in practice? This session provides an opportunity for leaders to consider some of the key aspects of leading and managing in organisations, with the content including:

- Examining the difference between leading and managing
- Knowledge, skills and behaviours of effective role models
- Introduction to Johari Window and the importance of self-awareness
- Using Emotional Intelligence at work

# The workshops

## Leading and Managing Change

Duration: 3hrs

As Heraclitus noted 'There is nothing permanent except change.' In this increasingly VUCA environment, leaders need the skills to both implement change and take their people with them. This workshop will cover strategies for managing both process and change, and includes:

- Reasons why organisational change is problematic
- Role modelling the way using authenticity and charisma
- Inspiring a shared vision and enabling others to act
- The behavioural model of change including 'The Path of the Everyday Hero'
- Styles of change leadership
- Potential pitfalls within change programmes

## Mental Health Awareness for Managers

Duration: 3hrs

With just under a third of the population suffering from at least one mental health condition, this is an area which leaders need to be able to handle effectively in the workplace. This session will examine how to have effective conversations in this area and how to signpost appropriate support. The content includes:

- The current reality of Mental Health in the UK
- Areas which enhance well being
- Examining the challenges of managing Mental Health in the workplace
- Leaders' Responsibilities
- Having the conversation using the ALGEE model
- Areas to signpost for support

## Mentoring Skills

Duration: 2hrs

66% of organisations identify mentoring as adding value to individuals. This workshop will introduce the concept of mentoring and the skills required to make these relationships effective. Content includes:

- What is mentoring
- Features of the Mentoring Relationship
- The Role of the Mentor
- Key skills, including asking great questions and giving feedback
- Reviewing progress along the way
- Resolving mentoring conflict

# The workshops

## **Motivating for Performance**

**Duration: 3hrs**

Motivation can be thought of as the fuel that drives an individual's career, ideas, and actions. It pushes people to give that extra 10% and give it gladly. This session will explore the key motivational theories and examine how to implement these with your team. The session content includes:

- Defining motivation
- Self-motivation tools and techniques
- Signs of Motivation and Demotivation in Your Team
- Unlocking the Black Box
- Bringing motivation models to life
- Current research into motivation
- Motivating the unmotivated – an approach from Simon Sinek

## **Soliciting Great Feedback**

**Duration: 90mins**

Building trust with your team is a process, and one of the first steps in doing so is to create an environment where meaningful feedback is given and acted upon. This workshop will examine 11 different strategies for doing so and provide suggestions on how to implement this in the workplace. The session content includes:

- What strategies are in place currently for soliciting feedback?
- Using a Go To question
- Embracing strategies for soliciting feedback, including listening with the intent to understand and asking for public criticism
- Techniques to implement in the workplace



## These sessions can be run:

- **Virtually – we would recommend using a bite sized approach using 90-minute sessions.**
- **Face-to-face individual workshops at our premises or your organisations.**
- **These workshops can also be added to our existing leadership programmes or combined to create a new one specific to your organisation as required.**

**Please contact [Helen@strategisolutions.co.uk](mailto:Helen@strategisolutions.co.uk) to discuss further.**

