

OUR OFFERING

Leadership Development Programmes



Introduction

60% of businesses are intending to achieve growth through developing the leadership capability of managers.

Our range of programmes cover the range of management roles, from Aspiring to Senior Leader, and focus on providing practical tips and tools to both raise self-awareness and take back into the workplace.

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



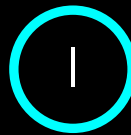
Exciting – Capturing the excitement of the
participant so they want to know more



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

Strategi Leadership Academy

These programmes feature:

- A combination of off-the job workshops and independent research linked to workplace application.
- Relevant work-based examples and practical-based resources for further exploration.
- Interactive learning techniques, including discussion, podcasts, review of relevant literature and much more!
- Commitment to an approach of continuous work-based learning, through maintaining a Continuous Professional Development Record and sharing useful resources with fellow participants.

Strategi Senior Leadership Academy

For individuals with the responsibility of leading, inspiring, and driving both people and services to achieve organisational ambitions, vision and goals.

It offers participants practical insight and strategies designed to help motivate others for optimum performance.

This programme consists of 8 one day workshops.

Introduction to Leadership

- Introduction to the Programme
- What is Continuous Professional Development?
- Defining Leadership
- The importance of organisational context
- Introduction to Situational and Inclusive Leadership
- The importance of Followership
- Creating our leadership brand

Managing Self

- Creating a vision and strategy for your team
- Developing SMART and FAST objectives with your team
- Planning and Prioritisation Techniques
- Understanding the impact of choice
- Effectively delegating to others
- Bringing your best self to work

Leading Continuous Improvement

- Introduction to the concept of marginal gains
- Tools for analysing complex problems in the workplace
- Generation options to resolve issues
- Using evidence-based decision making
- Implementing change strategies
- Guiding your team through change

Building Relationships

- Principles and methods of engaging the team
- The impact of Transactional Analysis on relationships
- Different communication choices and the impact they have
- Using 'Radical Candor' in the workplace
- Analysing relationships at work and identifying potential areas for improvement

Building Your Brand

- Introduction to Cialdini's Influence model and how to use it in the workplace
- Strategies for enhancing Emotional Intelligence
- Tools to build resilience at work
- Understanding high performance coaching – what it is and how to use it effectively

Developing Effective Teams

- What is a high-performance team and what are the elements that create one?
- Tuckman's model of team development and the role of the leader within this
- Tools and techniques to motivate your team
- Team roles and how they apply to your team

Managing Performance

- The Performance Management cycle and how to manage each aspect
- Giving and soliciting effective feedback
- Handling difficult conversations in the workplace
- Managing High Performers

Celebrating Success

- Participants to share their learning from the programme
- Recognition from each participant of the contribution their colleagues have made to the programme
- Review of the programme as a whole

Strategi Leadership Academy

Our Leadership Academy programme is designed to enhance and build on existing skills for those with responsibilities for efficient and effective delivery in the key areas of people and services, including First Line Managers. Providing tools, techniques, confidence, and ability to proactively make a positive impact.

Introduction to Leadership and Management

- Exploring the key components of the programme
- Introduction of Johari Window
- The difference between leadership and management
- Introduction to Situational and Inclusive Leadership
- The importance of Followership

Managing Self

- The difference between urgent and important
- Setting SMART and FAST objectives
- The impact of choice on Time Management
- How to delegate effectively
- Bringing your best self to work

Leading Continuous Movement

- Introduction to the problem-solving process
- Generating Solutions
- Using effective decision-making techniques
- Kotter's principles of change in practice
- Enabling people to move within 'The Path of the Everyday Hero'

Building Relationships

- Using 'Radical Candor' at work
- Introduction to Transactional Analysis and using an Adult-to-Adult approach in the workplace
- Different communication choices and their impact
- The importance of Emotional Intelligence
- Creating your personal brand

Leading Your Team

- Identify the key elements of high performing teams
- Moving the teams through Tuckman's stages of team development
- Motivating the team
- Team roles in practise

Celebrating Success

- Participants to share their learning from the programme
- Recognition from each participant of the contribution their colleagues have made to the programme
- Review of the programme as a whole

Strategi Aspiring Leadership Academy

For individuals who are looking to progress their careers into a management role.

It features key learning on the essential skills needed to enhance participant abilities to equip them to take on a management role.

Introduction to Management

- Exploring the key components of the programme
- Introduction of Johari Window
- The role of the manager, including being a role model
- Introduction to Situational and Inclusive Leadership

Time Management

- Using the Urgent and Important Grid for Prioritisation
- Setting SMART meaningful objectives
- Strategies to increase personal effectiveness in the workplace
- Effectively delegating to other members of the team

Managing a Team

- Key stages in the team development model
- How to implement team roles in the workplace
- The difference between assertive, passive, passive aggressive and assertive behaviour, and their impact in the workplace
- Giving and receiving feedback in the workplace

Managing Performance

- The Performance Management cycle
- Using the RACI model
- Having constructive difficult conversations at work
- Managing high performers

Celebrating Success

- Participants to share their learning from the programme
- Recognition from each participant of the contribution their colleagues have made to the programme
- Review of the programme as a whole

Aspirational Women

This programme is designed specifically to inspire women to have the confidence to progress and consists of 5 x 90 minute workshops.

It is recommended that for this programme each participant has a trained mentor and takes part in a sustainability challenge at the end of the programme to embed the learning.

Developing Constructive Leader – Follower Relations

- Characteristics of effective leaders
- Examining whether women lead differently to men
- The relationship between leaders and followers
- Building follower support
- Creating women empowered workplaces

Developing Authentic and Inclusive Leadership

- Introduction to Authentic Leadership, including key characteristics
- The importance of common and core values and what this means in practice
- Inclusive Leadership and the 5 hallmarks of experiencing inclusion

Developing Clarity Driven Organisations

- The importance of clarity and the consequences of not having this in place
- The 2 Ps of organisations – Purpose and Priorities
- Communicating Effectively
- Power and politics at work, including stages of political development

Developing Resilient Organisations

- What is resilience and the key personality traits of resilience
- Leadership and resilience
- Building personal resilience
- How resilience leads to organisational success

Developing Talented People Led Organisations

- What is talent and how do we identify it
- Developing our own talents
- Signs of imposter syndrome and how to overcome it
- Creating a coaching culture, including an exploration of different models

Becoming an Effective Leader

This programme focuses on equipping leaders with the skills they need to create high performing teams who are engaged and motivated in the workplace.

It can be delivered either as a 2-day face-to-face workshop or as 6 x 90-minute virtual sessions.

Why Should Anyone Follow Me?

- Exploring leader – follower relations
- Follower motivation
- Effective communications

Carry No Passengers – Creating a High-Performance Culture

- What is Effective Performance and why is managing performance important?
- Motivation in the Workplace
- Reviewing Performance
- Coaching and Feedback

Developing and Valuing Emotional Intelligence

- Introduction to Emotional Intelligence – behavioural and content
- Developing Your Emotional Intelligence

Empowering Engagement

- What do we mean by empowerment and how is it encouraged?
- What is engagement and why is it so important?
- Happiness in the workplace
- Control and impact

Developing Resilient and Change Ready Organisations

- Exploring The 5 Key Pillars - Emotional well-being, Inner drive, Future focus, Good social network, Good physical health
- Recognising change readiness
- Managing the change process effectively

Making Brave Decisions and Creating Trust

- The meaning of courage in business and leadership
- Selecting the right time and the courage calculation
- Developing authenticity

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.**
- **We can also run any of the programme sessions as stand along individual workshops as required.**

Please contact Helen@strategisolutions.co.uk to discuss further.

