

The course investigates the difference between leadership and management and the importance of a balanced approach. Delegates explore their individual natural leadership style and the impact this can have on their team. They will discover the importance of vision and learn more about motivation through effective leadership communication before establishing what Leading by Example means to them and how they want to be described going forward.

For all dates and venues, see [here](#) or call **0800 619 1230**

This course can be taken individually or as the core module that can lead to an ILM Level 3 Award in Leadership and Management. It can also be taken as part of an Impellus Certificate of Learning in Leadership and Management at Level 3.

9:30 – 10:00 Welcome, overview and introduction to the programme

- 10:00 – 11:15** • Understanding the context of leadership and management • Values, beliefs, and behaviours – are you aligned?
Are you striking the right balance? • Striking the right balance – are you leading your team? • The importance of dealing with poor performance

The opening session of the day will allow delegates to define leadership and management and consider whether they have the balance right to effectively lead the team. Delegates will begin to consider whether they are creating the right environment to achieve results.

11:15 – 11:30 Break

- 11:30 – 13:00** • Relating Herzberg's theories of motivation to your workplace and people • Analysing your effectiveness and impact
Leadership style as a motivator • Understanding leadership style and the importance of flexibility

During this session delegates will explore the facets of human motivation and how to get the best out of their teams. They will also analyse their natural leadership style and consider its potential impact in a range of situations.

13:00 – 14:00 Lunch

- 14:00 – 15:15** • Clarity of communication – understanding how others may interpret our message • Generating buy-in and commitment
Creating an environment of buy-in and commitment • Influencing communication based on desired outcome • Communicating without ambiguity

In this session delegates will examine how they can improve their communication skills to deliver the messages they intend with clarity, and influence the behaviour of others. We then consider the importance of generating buy-in through clarity of expectation.

15:15 – 15:30 Break

- 15:30 – 16:30** • What messages are you sending? • Bringing it all together and action planning
What does Leading by Example truly mean? • Lead by example – live your values

The final part of the day gives delegates time for reflection on their leadership style, attitude, and behaviour to establish how they want to be perceived as a leader going forward. They then get to draw up their individual action plans.

All Impellus courses are designed to be enjoyable and highly informative. Delegates are given a welcoming and comfortable environment in which to reflect, challenge and learn. The focus is on being able to bring new skills and thinking back into the workplace.