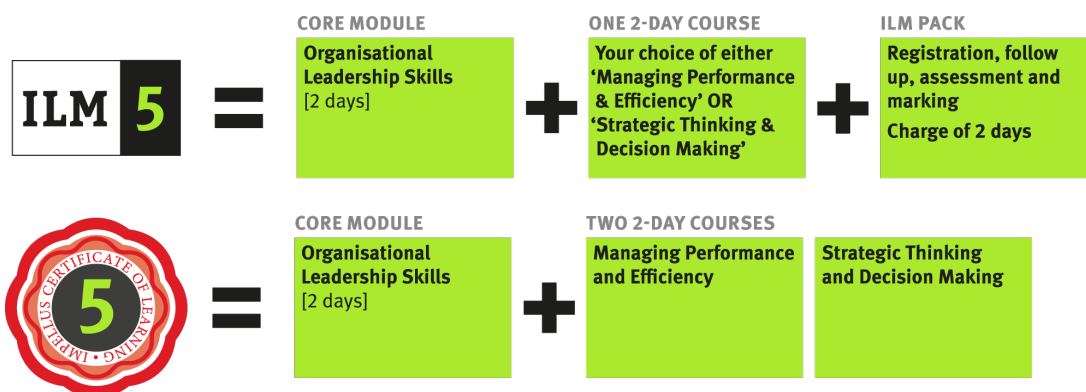


This course allows high-performing managers to consider how their leadership style and the culture in their workplace affects results and provides effective tools to set and lead organisational direction.

The course focuses on the higher value skills of leadership and gives delegates the opportunity to assess their natural leadership style and how they can adapt it to get the best from different business units, people and situations. The material helps managers to understand the cultural impact they have and how this affects their ability to motivate people to achieve their organisation's (or department's) goals. It looks at how to consider day-to-day interactions such as giving feedback in such a way as to generate the desired behaviours.

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



ONLINE TRAINING SCHEDULE: DAY ONE

9:30 – 9:50	Welcome, overview and introduction to the programme	
9:50 – 11:15 (inc. mini break) <i>Thinking like a Director</i>	<ul style="list-style-type: none"> Thinking like a director and shareholder – the commonalities of success Understanding the definitions and context of leadership and management 	<ul style="list-style-type: none"> Placing a value on management and leadership across an organisation
	<i>The initial session begins with a look at successful directors and shareholders and what they do to be successful. Delegates then contemplate the 'right' balance between leadership and management and its impact on the performance of their organisation now and into the future. It looks at how a leader's balance between the two affects organisational culture and how this can impact motivation, team working and – ultimately – achievement of goals.</i>	
11:15 – 11:30	Break	
11:30 – 13:00 (inc. mini break) <i>Solving problems in a changing world</i>	<ul style="list-style-type: none"> Understanding the lifecycle of a business VUCA – an uncertain world 	<ul style="list-style-type: none"> Thinking like a leader and applying the right problem-solving techniques
	<i>The second session begins looking at the lifecycle of a business. Delegates then explore a new way of thinking through problems and challenges in a rapidly changing and increasingly more uncertain world applying theory to real life scenarios.</i>	
13:00 – 14:00	Lunch	
14:00 – 15:15 (inc. mini break) <i>Setting clear direction</i>	<ul style="list-style-type: none"> Successful strategy development through vision setting Identifying the dysfunctions within an organisation 	<ul style="list-style-type: none"> Planning for success by mitigating dysfunctions
	<i>During this session, delegates understand the importance of setting a compelling vision for the organisation and then explore the inherent dysfunctions in their own organisations and teams and consider what can be done to limit their impact upon achievement of the vision.</i>	
15:15 – 15:30	Break	
15:30 – 16:00 <i>Creating a meaningful vision for the team</i>	<ul style="list-style-type: none"> Starting with the end in mind – achieving the vision through your people, processes and products V2MOM – a fresh approach 	<ul style="list-style-type: none"> Effective storytelling for your organisation
	<i>During the final session of the day, delegates create a vision for the team before exploring the impact of powerful storytelling in aligning an organisation and its people. The day concludes reflecting on any actions that have been uncovered and how they will help achieve the vision.</i>	

ONLINE TRAINING SCHEDULE: DAY TWO

9:30 – 11:15
(inc. mini break)

**Gaining
buy-in and
commitment**

- Review of day one – reflections and learning
- Leading through change to create success

- Personal values and their impact on style and behaviour
- Self-awareness – the importance of emotional intelligence on leadership impact

The day begins by reflecting on day one before understanding the emotional journey that staff will go through when experiencing change. Focus then turns to how a leader's own values, beliefs and behaviours and their level of self-awareness needs to be clearly understood and communicated. Finally, they measure their own emotional intelligence levels and identify areas for development.

11:15 – 11:30 Break

11:30 – 13:00
(inc. mini break)

**Leadership
attitude and
style flexibility**

- The overarching attitude for success
- Leadership styles in an organisational context

- Establishing the right leadership style to adopt for your team at the right time

The 'attitude for success' model draws on the theories of transactional analysis to help identify behaviours that affect performance, cause friction amongst teams and reduce buy-in. Delegates then assess their own leadership strengths, apply a leadership styles model to their own behavioural preferences to see where greater performance can be achieved from their teams and across their organisation.

13:00 – 14:00 Lunch

14:00 – 15:15
(inc. mini break)

**Creating a
culture of
motivation**

- Understanding motivation, its link to productivity and the actions needed to achieve it
- Identifying and pushing motivational hot buttons

- How to use a structured approach to deliver impactful and motivational feedback

In this session, motivational theory is explored to establish how staff can be motivated and empowered to produce better results, and how leaders can identify an individual's 'hot button' for motivation. Time is then spent understanding how to deliver feedback in a way which provides clarity and enhances drive and motivation.

15:15 – 15:30 Break

15:30 – 16:00

**How do you
want to be seen
as a leader?**

- Committing to the behaviours and measures that will build your leadership legacy

- Polishing your personal vision
- Bringing it together and action planning

In the final session, delegates complete their behavioural action plan to enable them to lead by example more consistently. The course closes with delegates planning out the steps they will take to improve their own performance as well as that of the organisation.

16:00 – 16:30 Optional Q&A. Questions taken live or by email for answering later

IN-PERSON TRAINING SCHEDULE: DAY ONE

9:30 – 9:50	Welcome, overview and introduction to the programme	
9:50 – 11:15 <i>Thinking like a Director</i>	<ul style="list-style-type: none">• Thinking like a director and shareholder – the commonalities of success• Understanding the definitions and context of leadership and management	<ul style="list-style-type: none">• Placing a value on management and leadership across an organisation
<p><i>The initial session begins with a look at successful directors and shareholders and what they do to be successful. Delegates then contemplate the 'right' balance between leadership and management and its impact on the performance of their organisation now and into the future. It looks at how a leader's balance between the two affects organisational culture and how this can impact motivation, team working and – ultimately – achievement of goals.</i></p>		
11:15 – 11:30	Break	
11:30 – 13:00 <i>Solving problems in a changing world</i>	<ul style="list-style-type: none">• Understanding the lifecycle of a business• VUCA – an uncertain world	<ul style="list-style-type: none">• Thinking like a leader and applying the right problem-solving techniques
<p><i>The second session begins looking at the lifecycle of a business. Delegates then explore a new way of thinking through problems and challenges in a rapidly changing and increasingly more uncertain world applying theory to real life scenarios.</i></p>		
13:00 – 14:00	Lunch	
14:00 – 15:15 <i>Setting clear direction</i>	<ul style="list-style-type: none">• Successful strategy development through vision setting• Identifying the dysfunctions within an organisation	<ul style="list-style-type: none">• Planning for success by mitigating dysfunctions
<p><i>During this session, delegates understand the importance of setting a compelling vision for the organisation and then explore the inherent dysfunctions in their own organisations and teams and consider what can be done to limit their impact upon achievement of the vision.</i></p>		
15:15 – 15:30	Break	
15:30 – 16:30 <i>Creating a meaningful vision for the team</i>	<ul style="list-style-type: none">• Starting with the end in mind – achieving the vision through your people, processes and products• V2MOM – a fresh approach	<ul style="list-style-type: none">• Effective storytelling for your organisation
<p><i>During the final session of the day, delegates create a vision for the team before exploring the impact of powerful storytelling in aligning an organisation and its people. The day concludes reflecting on any actions that have been uncovered and how they will help achieve the vision.</i></p>		

IN-PERSON TRAINING SCHEDULE: DAY TWO

9:30 – 11:15 <i>Gaining buy-in and commitment</i>	<ul style="list-style-type: none">• Review of day one – reflections and learning• Leading through change to create success	<ul style="list-style-type: none">• Personal values and their impact on style and behaviour• Self-awareness – the importance of emotional intelligence on leadership impact
<p><i>The day begins by reflecting on day one before understanding the emotional journey that staff will go through when experiencing change. Focus then turns to how a leader's own values, beliefs and behaviours and their level of self-awareness needs to be clearly understood and communicated. Finally, they measure their own emotional intelligence levels and identify areas for development.</i></p>		
11:15 – 11:30	Break	
11:30 – 13:00 <i>Leadership attitude and style flexibility</i>	<ul style="list-style-type: none">• The overarching attitude for success• Leadership styles in an organisational context	<ul style="list-style-type: none">• Establishing the right leadership style to adopt for your team at the right time
<p><i>The 'attitude for success' model draws on the theories of transactional analysis to help identify behaviours that affect performance, cause friction amongst teams and reduce buy-in. Delegates then assess their own leadership strengths, apply a leadership styles model to their own behavioural preferences to see where greater performance can be achieved from their teams and across their organisation.</i></p>		
13:00 – 14:00	Lunch	
14:00 – 15:15 <i>Creating a culture of motivation</i>	<ul style="list-style-type: none">• Understanding motivation, its link to productivity and the actions needed to achieve it• Identifying and pushing motivational hot buttons	<ul style="list-style-type: none">• How to use a structured approach to deliver impactful and motivational feedback
<p><i>In this session, motivational theory is explored to establish how staff can be motivated and empowered to produce better results, and how leaders can identify an individual's 'hot button' for motivation. Time is then spent understanding how to deliver feedback in a way which provides clarity and enhances drive and motivation.</i></p>		
15:15 – 15:30	Break	
15:30 – 16:30 <i>How do you want to be seen as a leader?</i>	<ul style="list-style-type: none">• Committing to the behaviours and measures that will build your leadership legacy• Polishing your personal vision	<ul style="list-style-type: none">• Leadership challenge• Bringing it together and action planning
<p><i>In the final session, delegates complete their behavioural action plan to enable them to lead by example more consistently. There will then be the opportunity to test out learning in a leadership challenge. The course closes with delegates planning out the steps they will take to improve their own performance as well as that of the organisation.</i></p>		

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.