

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**

This course can be taken individually or as the core module that can lead to an ILM Level 5 Award in Leadership and Management. It can also be taken as the core module for an Impellus Certificate of Learning at Level 5.



DAY ONE

9:00 – 9:30	Delegate registration, refreshments, networking opportunity	
9:30 – 9:50	Welcome, overview and introduction to the programme	
9:50 – 11:15	<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 <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 on motivation, team working and – ultimately – achievement of goals.</i></p>	<ul style="list-style-type: none"> Placing a value on management and leadership across an organisation
11:15 – 11:30	Break and networking opportunity	
11:30 – 13:00	<ul style="list-style-type: none"> Understanding the lifecycle of a business Setting and enhancing the ideal working culture for your organisation <p><i>The second session begins looking at the lifecycle of a business and organisational culture and how these can affect leadership. 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>	<ul style="list-style-type: none"> Leadership styles in an organisational context Establishing the right leadership style to adopt for your team at the right time
13:00 – 14:00	Lunch	
14:00 – 15:15	<ul style="list-style-type: none"> Effective storytelling for your organisation Successful strategy development through vision setting <p><i>During this session, delegates explore the impact of powerful storytelling in aligning an organisation and its people. Delegates look at a fresh approach to engaging staff at all levels before creating a meaningful plan to achieve their visions.</i></p>	<ul style="list-style-type: none"> V2MOM – a fresh approach Starting with the end in mind – achieving the vision through your people, processes and products
15:15 – 15:30	Break and networking opportunity	
15:30 – 16:30	<ul style="list-style-type: none"> Identifying dysfunctions within an organisation <p><i>During the final session of the day, delegates look at the inherent dysfunctions in their own organisations and teams and consider what can be done to limit their impact. The day concludes reflecting on any actions that have been uncovered and how they will help achieve the vision.</i></p>	<ul style="list-style-type: none"> Planning for success by mitigating dysfunctions

DAY TWO

9:15 – 9:30	Welcome, refreshments and networking opportunity	
9:30 – 11:15	<ul style="list-style-type: none">• Review of day one – reflections and learning• The emotional journey of creating anything great	<ul style="list-style-type: none">• Applying the ten core leadership competencies to you and your organisation• Self-awareness – the importance of emotional intelligence on leadership impact
<i>The day begins by reflecting on the vision created on day one before understanding the emotional journey that they will go through when achieving greatness. Delegates will then explore how they perform against ten core leadership competencies to establish their strengths and what they need to improve going forward. Finally, they measure their own emotional intelligence levels and identify areas for development.</i>		
11:15 – 11:30	Break and networking opportunity	
11:30 – 13:00	<ul style="list-style-type: none">• Personal values and their impact on style and behaviour• The overarching attitude for success	<ul style="list-style-type: none">• How to use a structured approach to deliver impactful and motivational feedback
<i>Within this session, focus turns to how a leader's own values, beliefs and behaviours and their level of self-awareness needs to be clearly understood and communicated. 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 leadership buy-in. Time is then spent understanding how to deliver feedback in a way which provides clarity.</i>		
13:00 – 14:00	Lunch	
14:00 – 15:15	<ul style="list-style-type: none">• Transactional vs. transformational leadership and its impact on organisations• Understanding motivation, its link to productivity and the actions needed to achieve it	<ul style="list-style-type: none">• Identifying and pushing motivational hot buttons
<i>In this session, delegates will understand how transactional and transformational leadership can be applied consistently throughout an organisation to provide a basis for accelerated performance. Motivational theory is then 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.</i>		
15:15 – 15:30	Break and networking opportunity	
15:30 – 16:30	<ul style="list-style-type: none">• Committing to the behaviours and measures that will build your leadership legacy	<ul style="list-style-type: none">• Leadership challenge• Bringing it together and action planning
<i>In the final session, delegates complete their behavioural action plan to enable them to lead by example more consistently. The course closes with the delegates having an opportunity to test out what they've learned with a leadership challenge and will plan out the steps they will take to improve their own performance as well as that of the organisation.</i>		

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.