



The Engaging Leader

Leadership is the ability to build and maintain a high performing team and is the fundamental resource for team survival and effectiveness. Engagement is the tie that binds the leader to a high performing team. Great leaders engage followers and harness their energy to perform to their highest ability.

A team's engagement is the single greatest indicator of its potential success or failure. From making money to winning wars, the most engaged teams prosper. The strongest influence on an individual's engagement is their direct boss. As a leader, you influence your employees' performance and your team's success.

A true measure of engagement with your teams is the way your communication is received and acted upon, and how willing and able your team is to accept, and effect change in the organisation.

This module will look at the key elements of effective communication, how you as a leader bring key messages to life and how you can lead change in a challenging world.

The module will encourage you to look at your approach to communication, work with others across the organisation and other authorities to explore your individual and shared challenges and consider your leadership of change projects.

Pre-module activities and post-session tasks will enable you to fully engage with the content and effectively apply it to your work situation.

Key learning objectives:

Session 1 – Effective Communication

- Learn effective communication techniques so you can turn basic information in to compelling and engaging messages
- Understand how to engage an audience using different communication methods and bring messages to life
- Practice using story telling techniques to enhance communication with personality and individuality

Session 2 – Leading Change

- Learn what the main barriers to change are and how to deal with them
- Explore a straight-forward process to effectively lead change and help people through the transition from the current state to the new state
- Understand the different reactions to change and how to manage them to improve the result
- Create a practical action plan for implementation in the workplace

The Dynamic Leader

One size does not fit all and being a leader in today's challenging work environments means that you must be even more adept at flexing your style to suit different situations.

Working alongside other teams and departments can cause people to rub up against diverging priorities and foci, being able to work collaboratively across boundaries is a key skill.

This module will equip you with the skills to work with, through and alongside others and take stock of situations and use appropriate tactics to get the best outcome.

How to deal with fast-changing employee situations and build trust whilst dealing with opposing views is crucial to leading in this challenging world and we will give you practical experience of applying these skills in 'real' situations.

Pre-module activities and post-session tasks will enable you to fully engage with the content and effectively apply it to your work situation.

Key learning objectives:

Session 1 – Dynamic Leadership

- Know your own default leadership style and when that helps and hinders your approach as well as how to flex to different situations
- Explore an effective method of dealing with conflict to maintain and build relationships whilst also managing performance
- Learn some key techniques to develop and build trust in challenging situations

Session 2 – Application and exploration

- An opportunity to apply the learning from the previous session with 'real' employee situations
- Learn from your own experience and others what works and develop an action plan to implement your leadership skills back at work



The Strategic Leader

Organisations need strong and capable strategic leaders who can motivate, coach, and inspire people to do strategic work that will help ensure the organisation's success over the long term.

Contributors at all levels in the organisation look to you for direction and clues about how the future will unfold and how they can add distinctive value to the organisation and ensure its success.

This module provides you with the skills and tools you need to successfully capitalise on the forces and events that shape your world, allowing you to become architects of the future within your area of responsibility.

We will help you see the big picture and find new ways for your team to contribute maximum value over the long run by operating from a more-strategic point of reference while still delivering on today's expectations.

Pre-module activities and post-session tasks will enable you to fully engage with the content and effectively apply it to your work situation.

Key learning objectives:

Session 1 – Strategic Leadership

- Understand the benefits of collaboration, not just in your team but in the wider organisation and indeed across organisations, working to implement a barrier-less approach and remove silos
- Explore techniques to help influence and persuade when working across your network
- Focus on the commercial aspect of decisions in a way that allows for immediate action and long-term success

Session 2 – Application and exploration

- An opportunity to apply the learning from the previous session with a 'real' business simulation
- Learn from your own experience and others what works and develop an action plan to implement your strategic leadership skills back at work

The Innovative Leader

If you always do what you've always done, you'll always get what you've always got

Einstein is attributed with saying that the definition of insanity is to continue to do the same thing and expect a different result.

Being an innovative leader is the ability to inspire productive action in yourself and others during times of creation, invention, uncertainty, ambiguity, and risk. It is a necessary competency for organisations that hope to develop truly innovative products and services.

Innovation is crucial as we move forwards to help us cope with the challenges ahead whilst still providing the services people need. Budgets, resources, and the political landscape will continue to impact on how we work and finding better, more effective ways to do more with less is a constant drive.

Pre-module activities and post-session tasks will enable you to fully engage with the content and effectively apply it to your work situation.

Key learning objectives:

- Understand the key elements of creative and innovative thinking and be able to encourage these within your team
- Explore techniques to deal with problem solving and be able to take a solution-oriented approach to situations
- Focus on improving your network and partnership working to develop cross authority solutions and benefit from the shared service model