

## Overall Objectives

This programme is designed to engage leadership teams in actively building their own and other's leadership capacity throughout their organisation in order to improve and sustain outcomes and impact.

## Outcomes from the programme

By the end of the programme leaders will have:

- ∂ improved their ability to delegate more effectively and to enable other staff to take up more responsibility and authority for improving organisational outcomes and impact;
- ∂ identified their natural leadership style and developed a wider repertoire of styles to use in different situations;
- ∂ developed the skills to coach middle managers to take up more responsibility for leadership within the organisation;
- ∂ identified the differences in leadership style within the senior team and developed strategies for maximising the potential of the team;
- ∂ increased their confidence in taking up a leadership role in the organisation;
- ∂ improved their capacity to build more successful relationships within a team, between teams, across the organisation and with external customers, agencies and the wider community;
- ∂ increased their emotional intelligence and learned how to use this to deal effectively with conflict and emotionally charged situations;
- ∂ improved their capacity to address performance management issues with staff;
- ∂ enhanced their ability to manage upwards and influence their line manager;
- ∂ increased their ability to lead change in a way that deals constructively with resistance and improves organisational outcomes and impact.

## What happens on the programme?

The programme can be designed to meet your requirements and could include the following components:

- ∂ **Leadership Coaching** – one-to-one coaching sessions on a regular monthly basis for 1½ - 2 hours. This support enables individuals to develop their leadership capacities and to understand, and address, group and organisational dynamics.
- ∂ **Managing Upwards Training** – this involves review process involves support for senior and middle leaders in how they can more effectively report upwards to their line manager. The senior or middle leader is given one-to-one support in how to prepare for a meeting with their line manager. They are then observed during that meeting and provided with feedback and further support to improve their reporting and influencing skills.
- ∂ **Leadership Development Workshops** – half day or one day workshops that can be run with the senior team, with middle leaders or emerging leaders.
  - **Personality Type and Leadership Style** - the Myers Briggs Type Indicator (MBTI) is used to help leaders identify their leadership style and preferences and to understand the different preferences of other staff in their team. This helps leaders to improve communication, enhance decision making and reduce tension within their teams.
  - **Stress Management** – using MBTI to identify how people respond in different ways to stress, how they are stressed by different triggers and to identify remedies and recovery strategies for dealing with stress. This can help leaders develop strategies to manage their own response to stress and to support others when they are stressed.
  - **Coaching Skills for Leaders** – providing a safe and dynamic environment for leaders to enhance their coaching & people management skills as part of their leadership repertoire. This enables leaders to be more emotionally intelligent while keeping solution

focused and help others to take more responsibility for organisational outcomes and impact.

- **Emotional Intelligence and Influencing Skills** - this workshop is designed to develop individuals' capacity to deal with emotionally charged situations and to utilise empathy in effectively influencing others to produce positive outcomes and impact.
- **Work Discussion Groups** – a small group of leaders meet on a monthly basis for 2 hours. The group provides an opportunity for individuals to present a leadership challenge and receive support, feedback, and best practice ideas from colleagues.
- **Advanced Facilitation during Change** – this practical workshop enables leaders to understand resistant behaviour and underlying anxiety that occurs during change. The workshop builds on the MBTI and enables leaders to identify how people with different type preferences have different responses to change, which will require a range of communication styles and support to be used during change. It provides an opportunity for leaders to learn how to design, set up and facilitate effective employee engagement forums to involve staff appropriately in planning and implementing change. Leaders learn how to facilitate active reviews with staff so that they provide positive and constructive feedback about the impact that change is having on them. This data can then be fed back into project management of the change to manage risks and issues.

### Who is the programme for?

This innovative programme is designed for senior teams who would like to build sustainable leadership throughout their organisation. The programme can then be cascaded and delivered to middle leaders and emerging leaders. We can also involve senior team members in co-facilitating this delivery throughout the organisation.

### What Our Clients Say

*"Workplace Potential Ltd has improved the performance of the school by increasing the capacity of middle and senior leaders to bring about positive change in their areas. The positive impact has been noticeable in both school systems and in the emotional aspects of working closely in teams. In my role as Deputy Head teacher, I have already implemented many parts of the Workplace Potential Ltd training in my day to day operations and continue to find opportunities to do so with each new venture."*

Deputy Head teacher, participant on Building Sustainable Leadership programme

*"I no longer see in black and white. Workplace Potential has opened my eyes to colour. I'm now less stressed, able to develop further as a leader and 100% more effective. Thank you."*

Senior leadership team member, participant on Building Sustainable Leadership programme

### About Workplace Potential

We are a team of highly trained professionals with a blend of organisational and psychological expertise and we help our clients to:

- achieve their goals and objectives
- create a place to work where people are energised, resilient and innovative
- build capabilities and capacity within the organisation to sustain change

### Contact details

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