Leadership Programme for Housing 2014

Take advantage of our early booking discount!

www.cih.org
The CIH invites you to participate in the Leadership Programme for Housing 2014

This programme is aimed at directors and fast track senior leaders in the housing sector. Designed to enhance the strategic and organisational leadership skills of the participants, the programme is delivered by a leading management consultancy firm, PA Consulting, who will work closely with participants to share insights and best practice. The programme is designed to meet the needs and concerns of leaders in housing and will draw on insights and examples of effective leadership from a wide range of sectors and contexts. The programme consists of three modules (of either two or three days) on topics that support leadership effectiveness. Although most participants attend all three modules with their cohort, it may be possible to attend fewer modules if required.

The programme has been in operation since 2001 and has almost 400 ‘alumni’ operating at leadership levels in housing and will draw on insights and examples of effective leadership from a wide range of sectors and contexts. The programme consists of three modules (of either two or three days) on topics that support leadership effectiveness. Although most participants attend all three modules with their cohort, it may be possible to attend fewer modules if required.

The programme will use a blend of learning techniques including classroom-style sessions, interactive and supportive environment, regular group work with peers to discuss leadership issues and build a supportive learning environment, on-going discussions and access additional information. Preparing for learning

The modules are intensive and interactive. In preparation for each module, participants will receive pre-reading materials as well as a detailed module outline explaining any additional pre-work / research they are expected to undertake. These materials will be made available 3-4 weeks in advance of the module. It is expected that all participants will be able to set aside approximately 6-8 hours per module to devote to reading and preparation.

The programme will use a blend of learning techniques that are designed to both challenge and engage participants. These include:

- Classroom-style sessions led by experienced consultants who will engage, challenge and share their experiences and learning
- Readings, case studies and questionnaires that will allow for reflection and debate on the challenges and impact on ourselves and our own organisations
- Regular group work with peers to discuss leadership issues and build a supportive learning environment
- An online forum to ask questions, contribute to on-going discussions and access additional information

Personal benefits

- You will be working alongside a team of experienced consultants who will encourage you to explore and debate a wide range of leadership topics in an interactive and supportive environment
- You will build a strong supportive network with peer leaders from within the social housing sector and be able to share ideas, challenges and best practice
- Your confidence to lead teams through the changing world of affordable housing will be increased
- You will be able to share ideas, challenges and best practice between programme modules via an online leadership forum

Organisational benefits

- You will become a more effective contributor to the leadership of your organisation by drawing on insights and ideas from a wider range of sectors and contexts
- You will be able to deal more confidently with interpersonal challenges and develop strategies to enhance team and organisational effectiveness
- You will be able to help your organisation manage change more effectively to achieve the expected benefits, by applying a more structured way of leading change, ensuring that people are taken with you
- You will have a strong network of peers in a wide range of housing organisations to share best practice

The CIH Leadership Programme will be led by Philip Allen, a Business Psychologist who helps leaders achieve change in their organisations. He uses his background in occupational psychology to understand how people behave in the workplace, what they need to be successful and how they can be developed to achieve their potential. Philip has significant expertise in designing and delivering Talent Management and development programmes for organisations’ top talent and coaching people up to Board level.

Philip will be supported by a range of other faculty who will be brought in to deliver sessions in the specialist areas, so that participants are learning from people who deliver similar interventions with their clients.

The venue

Crowne Plaza Birmingham NEC Hotel, B40 1PS

The Crowne Plaza Birmingham NEC offers a unique contemporary style and simple elegance on the doorstep of the NEC and within close proximity of Birmingham International Airport and International Train Station. Crowne Plaza Birmingham NEC offers a luxurious accommodation featuring air-conditioning, high-speed Internet access, Wi-Fi access (chargeable) and TV with movies on demand.

Set in landscaped grounds overlooking Pendigo Lake, Crowne Plaza Birmingham NEC is only 5 minutes drive from Birmingham International Airport and International Train Station, 10 miles from Birmingham City Centre and within easy reach of major UK motorways (M5, M6, M40 and M42).

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Unconstrained Thinking, Exceptional Results

The CIH Leadership Programme will be led by experienced consultants from the leading management consultancy firm, PA Consulting.

An employee-owned firm of over 2,500 people, PA work with business and governments worldwide. PA’s deep industry knowledge and skills in management consulting, technology and innovation allow their teams to challenge conventional thinking and overcome every obstacle to give our clients exceptional results. In designing and delivering this programme PA will draw upon their expertise in delivering consulting assignments and share their knowledge of how they have helped businesses improve to be successful in the 21st century.

In addition to their consulting assignments, PA design and deliver leadership development programmes to clients around the world. They will bring their expertise of how business leaders need to lead their people through change, create innovation and manage their reputations to ensure that this programme has a real and lasting impact on every participant and, in turn, on their organisations.

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Institute of Leadership and Management (ILM)

The Leadership Programme for Housing has been recognised by the ILM as an approved development programme. ILM development programmes add value to bespoke management training by providing industry wide recognition from Europe’s largest management and leadership awarding body. Delegates who attend all three modules will receive an ILM certificate in addition to that awarded by the CIH.

Module 1
Successfully leading your organisation through change
15, 16 and 17 April 2014. Duration: 3 days

The programme begins with an intensive three days where we will examine leadership by looking inward to yourself and outward to the context of your organisation. We will then build on this with the theory and practice of leading change. The module starts by examining your own style and strengths as a leader and how that will impact on the way you will lead change in your organisational context. We will use a range of tools to increase your self-awareness and you may need to complete some questionnaires before attending. This will then build into a review of best practice in leading change and a model to structure how you can lead change better in your organisation. The rest of the three days will then provide you with a toolkit of change interventions and activities which PA Consulting use with their clients when helping them to lead change.

You will cover:
- Personal strengths and leadership style
- Using emotional intelligence to handle difficult situations
- Engaging powerfully by telling stories
- The tools and techniques that help to deliver change successfully
- Supporting people to overcome change

Module 2
Thinking commercially and innovatively
10 and 11 June 2014. Duration: 2 days

In the first day of our second module we will provide you with the skills and techniques you need to think more commercially and make great commercial decisions in the housing sector. The second day will focus on how you can lead innovation in your organisation in the way that products and services are designed and delivered. The first day will start with some of the psychology of decision making to understand what we can do generally to improve our decisions. We will then move onto commercial awareness and the things to consider when making commercial decisions. There will be case studies and exercises to bring these concepts to life. In day two we will spend time considering creativity and innovation. Creativity is the engine of innovation, so we will use a tool to help you understand how creative you are and how you can personally improve your creativity. We will then move onto innovation and use PA’s expertise in developing technological innovations to help you understand the tools and techniques that housing leaders can use to improve the way you think about innovation in your organisations.

You will cover:
- The psychology of decision-making
- Key factors to increase your commercial awareness
- Making commercial decisions
- Understanding your own creative strengths
- How hi-tech companies ensure their innovations are successful

Module 3
Managing stakeholders and reputations
15 and 16 July 2014. Duration: 2 days

Our final module is all about your stakeholders and your reputation. No organisation is an island and whether you are building or delivering services with partners, engaging with local communities, influencing local government and councils, or influencing at national level, you need to be able to identify, understand, communicate with, influence and listen to your stakeholders. Also, reputation management is becoming more and more important for organisation as you compete for opportunities and engage more with the wider community. This module will give you the tools and techniques to manage your stakeholders in a more structured and effective way and to deploy a range of influencing skills. It will also provide you with the opportunity to think about your organisation’s reputation and the impact you are able to have on that as a leader.

You will cover:
- Stakeholder and influence mapping
- Influencing and negotiation skills
- Understanding motivations
- A tool for tracking reputations

Institute of Leadership and Management (ILM)
Leadership Programme for Housing 2014
booking form

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We are able to deliver this programme in-house at a place that is convenient from 2014. The benefit of this is that organisations are able to choose the programme as a whole, or select certain modules/elements if there was something specific your organisation would like to focus on. We would also be able to deliver some optional extras including: 1-1 coaching, Coaching training (2 days), Communicating with impact (1-2 days), Consulting skills (2-3 days).

**Discounted Price**

- Book before the 31st January 2014 to confirm your place at this discounted rate.

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**Testimonials**

“Attendance of the leadership course was an excellent experience both in its overall content and facilitating thought provoking analysis of personal management styles, their impact within the organisation, utilisation of skills and tools to bring back to both experiment with and imbed within the organisation. The course content is stimulating, with presenters that are engaging, bringing a different perspective in looking at issues within the workplace. I strongly recommend the programme for the enlightenment it brings, the skills that it allows an individual to re-assess and the practical tools that are brought back into the workplace.”

Angela Smith - Rykneld Homes

“This is an intensely thought provoking programme which challenges you to re-evaluate your approach to strategic and transformational management”

Ian Frazer - Plymouth Community Homes

**Booking Information**

- Please do not send any payment with this booking. You will be invoiced when this booking is processed.
- If you are unable to attend any part of the programme the full fee will still be chargeable.
- If, at the time of booking, you do not know the names of delegates, we will need the names no later than four weeks before the event.
- Please keep a copy of this form for your records.
- This booking is subject to CIH Terms and Conditions www.cih.org/training/leadership

**Data Protection Act 1998**

In making this booking your contact details will be stored on our database. We will use this data for the purposes of processing your booking and to contact you in the future with information about other CIH events and products that may be of interest to you. If you would prefer not to be informed of CIH products please tick this box. □
Dates

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Early booking discount

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The price includes pre-course reading and all course materials, accommodation and all meals.

Booking

To book your place please complete the attached booking form and return to: CIH, 7th Floor, 236 Grays Inn Road, London WC1X 8HB or fax: 0207 278 2705 or email to: training@cih.org

Visit www.cih.org/training to download additional forms and see our terms and conditions.