



Day 1 - Management and leadership style

This workshop sets the scene for what it means to be a manager and a leader. It will consider the distinctions and overlaps between managing, leading, doing and coaching and encourage participants to consider where they put their energies.

- Topic areas covered during the day will include:
- Managing, leading, doing and coaching - what do you do, when and how much?
- Leading and managing yourself, your organisation, your team and your boss - what is your role?
- Situational Leadership - when to use which style
- Managing people through growth and transition - supporting and challenging people through change
- Keeping your energy replenished

Day 2 - Five essential skills

This workshop unpicks five essential skills for manager to have in their kitbag. Participants will be encouraged to take these skills further than they may have before, challenging their beliefs about what is possible.

- Topic areas covered during the day will include:
- Developing and managing performance
- Giving praise and feedback that makes a difference
- Having tough and powerful conversations
- Influencing for results
- Coaching for high performance

Day 3 - Developing high performing teams

This workshop looks at the nature of teams, what makes for effective teamwork and unpicks some of the conditions needed for exceptional team working.

- Topic areas covered during the day will include:
- What makes for great teams?



- Setting ground rules for team performance
- Understanding team types
- How to play to strengths and minimise weaknesses
- Using team coaching to achieve the unexpected

Day 4 - Compelling leadership

This workshop pulls all the previous workshops together. It opens up the conversation “Who am I as a leader?” Participants will be encouraged to explore their own authentic and unique answer to this question.

- Topic areas covered during the day will include:
- Emotional intelligence and the implications for leadership
- Leadership vision
- Expressing your essence - What is important to me?
- My voice as a leader - Why would someone follow me?
- Sustaining my development