

## Leadership – Getting the Balance Right

Much has been written about leadership, in fact of all the business topics, it is said to be today's hot topic, the thing that can make all the difference in your business today, and with good reason.

### **Why this programme is relevant to you**

Recent surveys have shown that employees tend not to trust the leaders of the organisations that they work for, in one study as much as 68% of all employees do not feel inspired by, and in fact mistrust the leaders they work for and the organisations they represent.

A sobering statistic, imagine that over two thirds of all your employees do not feel inspired in their role, and the impact that would have on your organisation. The main point to remember here is that you can do something about it, of all the things you could do at any level in your organisation, developing the leaders would have the greatest impact. Leadership is a learned skill, and very well documented, so the principles can be well defined and applied by you and your colleagues

### **What's the programme about?**

The main focus of this two-day programme will be on keeping things simple, leadership is about consistently doing a few things well, and we will tell you what they are:

### **We will cover:**

- The four phases of leadership:
  - Personal Leadership
  - Interpersonal Leadership
  - Team Leadership
  - Organisational Leadership, and what to do to get these phases right
- How you get the balance right between results & relationships, and individual & team
- The four roles of leadership, that you need to balance:
  - Demonstrating, Developing, Directing, and Drawing Together.
- The mindset of an effective leader in relation to their position in your business
- How to lead people to inspire them to perform at the top of their game
- How to get people pulling together to transform results

### **Who Should Attend?**

Anyone involved or potentially involved in the leadership in your business. Remember that leadership is a mindset rather than necessarily a position, so people from virtually any level of management would benefit from this programme, especially those leading a team of people

The programme is run over two days and is structured to suit the needs and requirements of the delegates involved, so there will be a mix of taught sessions, discussion, facilitation of the team objectives, and coaching support for those involved.

### **The participants will**

- Benefit from greater clarity regarding their role, and the ways that they can better role model leadership qualities within their team.
- Understand how to align their teams and create an infrastructure to maximise team performance.
- Have a process for translating and communicating strategic and tactical objectives into the team in simple practical ways so that all of the team members understand their contribution to the goal.

- Be able to inspire their teams and generate sufficient trust and loyalty to be able to retain staff and grow the capacity of the business
- Be able to make their teams replicate excellent results

A recent landmark Harris study of businesses highlighted the following statistics:

- Only 15% of employees could identify the company's most important goal
- Only 19% of those that knew the company's goals felt passionate about them, the rest felt no ownership

And they all seem to connect back to one thing – leadership or lack of it. Leadership is probably the most critical component in business today, particularly when you are facing constant and accelerating change.

Imagine the cost of doing nothing about the situation highlighted by Harris, if these statements were true of your business. Imagine the benefit of having a team pulling together following your leadership

The two days of this programme could be the best investment you made in yourself and your business, here's what a couple of clients had to say recently about applying the ideas covered on this programme:

*“I attended the Director Development workshops at Nottinghamshire Chamber in the spring of 2006, the material made sense, and I could relate to the symptoms that Charles described. We started with the basics, using the model that Charles outlined, we worked layer by layer, starting with the vision, then onto values, then the leadership style. We were determined for the vision to be much more than just a platitude on the wall, we wanted the whole team to live the vision, walk the talk, and it started with the leadership”.*

*“Step by step the process worked, we have reaped enormous rewards. The team have a real sense of identity, and ownership, we have brought the team values to life, and have real pride in what we do. We have noticed that above all the process has helped us all focus on the prime deliverable, and that has helped the staff understand the service we provide and their contribution. I believe that the material covered during the Director Development Programme has really helped us believe the vision and walk the talk”.*

**Steve Templeman of the Legal Services Commission – Nottingham**

*Through working with Infinite Possibilities, we have more co-operation between teams and functions than there was previously. It is easier now to move people on to different tasks to suit client needs. Individually, staff recognise their part in the whole process more easily and attitudes are more positive. Communication both ways has improved considerably and we are now achieving higher output with fewer, but more motivated staff.”*

**Mike Parsons – Managing Director - BLC**

To develop the leaders within your business to make a significant impact on the people and results, contact us now to book your place – you'll be glad you did.