

Senior Management Programme

Programme Objective

This highly practical intensive programme is designed to deepen and enrich the participants' leadership and management skills. It will provide a range of tools to help each participant overcome their current leadership challenges with real confidence, as well as looking at how they must take responsibility for the wider organisational culture and performance.

By the end of this programme, participants will be able to:

- 🌈 Recognise the accountability and responsibility inherent in their leadership role
- 🌈 Enhance their organisational reputation through improved self-awareness and the demonstration of positive behaviours
- 🌈 Demonstrate high levels of resilience
- 🌈 Recognise the importance of developing their team members
- 🌈 Lead and manage performance consistently and fairly
- 🌈 Handle challenging conversations
- 🌈 Lead change initiatives with confidence
- 🌈 Create the right conditions for their colleagues to thrive in

Programme Format

- 🌈 Pre programme consultancy to establish current participant challenges and wider organisational objectives.
- 🌈 2 x half day modules, approximately 2 weeks apart
- 🌈 One hour virtual review event taking place 2 – 3 months later

Recommended Content

Module 1

Challenges of leadership

During this session we will explore the expectations of great leaders and managers and identify those areas that should be prioritised. We will also discuss the importance of adopting a proactive approach with high levels of resilience, focus and purpose.

Your reputation as a leader

We will introduce participants to the idea that we all have a reputation which is based on the behaviours that we demonstrate. Furthermore, our reputation has a significant impact on the



working relationships we have and ultimately, the degree to which we can drive performance, employee engagement, motivation and wellbeing.

Developing your people

We will explore the importance of regularly developing team members using a variety of tools – training, coaching and delegation. This is a key responsibility that is often overlooked by time poor executives, whereas it should be made a key priority in helping drive the organisation,

Leading high performance

This session will ensure the participants take responsibility for the performance – good, bad or indifferent – of their team members. We will explore a range of tools available the participants including delivering feedback, holding meaningful 121's and setting and tracking meaningful goals that are aligned with team *and* organisational objectives.

Module 2

Creating the right conditions

Participants will be encouraged to recognise their responsibilities as more experienced managers for creating the right conditions for high levels of motivation and performance. We will look at why some teams and organisations positively thrive whereas others struggle with the challenges of low engagement and high turnover.

Handling difficult conversations

We will equip the participants with the confidence to handle potentially difficult or challenging conversations. This will ensure that they deal with situations proactively not allowing things to escalate through a lack of action.

Leading change

The purpose of this session is to help facilitate change positively. We will create an understanding of the necessity of change and its drivers, the impact of change at an individual and organisational level, the leadership practices that will deliver change and a deep understanding of how to communicate the change process.

Creating a leadership development plan

In our final session, everyone will be encouraged to detail their short, medium and long term aspirations as leaders, as well as uncovering any perceived barriers to achieving them.



Review Session

We recommend bringing the group back together 2 – 3 months later to assess progress and help them overcome any specific challenges they may now be facing.

