Senior Management Development Programme Example

Pre-programme consultancy - this helps engage participants in the learning & builds our understanding or the organisations objectives, culture & values

Launch Event – 30mins (virtual)

Online launch event to introduce the programme & outline our expectations to the participants

The modules will run over 1 day + 3 x ½ days, usually every 3-4 weeks

You as a leader with SLII® (1 day)

- Self-awareness
- Personal brand and organisational reputation
- Leadership flexibility with SLII®
- Driving accountability
- Self-leadership
- Your responsibility as a leader
- Instilling culture & values

Leading High Performance (½ day)

- Understanding performance types
- Results vs Behaviours
- Dealing with dips in performance
- Setting & tracking meaningful goals & targets
- Motivation & engagement
- Recognising the value of regular praise

Max 12 per group to ensure high levels of interaction

Developing your People (½ day)

- Understanding & identifying the appropriate development tool
- Delegation not abdication
- Training, coaching & mentoring
- Principles of effective coaching
- Creating & driving individual development plans
- Recognising your responsibility for developing your team members

This programme will be supported by our online learning transfer platform PROMOTE

Feedback & Challenging Conversations (½ day)

- Handling challenging conversations
- Using evidence-based feedback
- Understanding reactions to feedback
- Thomas Kilmann Conflict Model – assertiveness & co-operation behaviours
- Navigating conflict
- Using conflict positivity

Review session (optional)

An opportunity to demonstrate the impact of the learning & share any unique challenges or individual success stories since the initial programme

Learning activities and applications throughout the programme provide opportunities to embed the learning & transfer it to the workplace
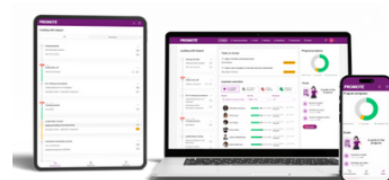
e-learning, knowledge checks & quizzes
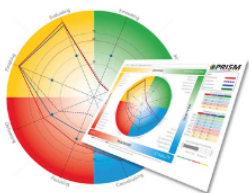
Online assessments - behaviour, self, team

Written resources & reading recommendations

Practical 'on the job' activities & reporting on results

Other modules you may wish to consider include:

Coaching skills

Influence & negotiation

Planning & Prioritising

Managing & leading remote teams

High performing teams

Leading & managing change

If you decide to undertake a Senior management programme with Phoenix. all participants will have the opportunity to secure an ILM Recognised Certificate which will require them to deliver a short presentation and compile a portfolio of 'evidence' demonstrating how they have applied the learning back at work. This adds greatly to the overall impact of the programme