

Module Overview

Module 1 - Effective Leadership

Never in the living memory has there been a greater need for effective leadership at every level of an organisation. Leadership that has the skills and confidence to change strategies and objectives and guide and inspire both teams and individuals into new ways of working. This module is built on the solid foundation of Action Centred Leadership (ACL) and the three key functions of leadership - what you actually have to do at Team, Operational and Strategic level.

Module 2 - Envisioning and Engaging

Strategic Action Centred Leadership provides a clear focus on defining your purpose, vision, strategy and objectives, and 'making it happen' consistently across the organisation. By aligning these it ensures a higher level of motivation to drive forward organisational change and progress. Module 2 explores the needs of a particular situation, the type of leadership action that leads to success and strategic leadership techniques that enable individuals to contribute greatly in achieving their goal.

Module 3 - Challenge the Status-Quo

Everyday we seek to implement improvements, change that really makes an impact. This module will develop and enhance the critical skills needed when you have to influence, negotiate and ultimately make decisions based on those conversations. You will understand and appreciate the way to approach problems, look at various types of solution focused techniques, recognise the steps involved, and then how to work with others strengths through negotiation and conflict management to reach mutual agreement.

Module 4 - The High Performance Team

Identify the dynamics at play and understand how best to move the team forward, whilst dealing with change, negativity and resistance. The High Performance Team Module examines a range of techniques to encourage collaboration and positive competitiveness, embedding a culture of ownership and growth. Having the competence and confidence to deal with different individual styles and complex team dynamics will encourage both motivation and higher team performance.

Mid-programme Review

A one-to-one development review is conducted between the tutor and delegate/manager after Module 4 to discuss progress, clarify objectives and identify additional support that may be required to complete the programme. It is normal at this stage of the programme to agree on how the delegate will conclude the programme and deliver a measurable return to the business.

Module 5—Leading Innovation and Change

Balancing the concurrent needs of the team, the individuals in the team and objectives underpinning the vision means taking a group of disparate people and getting them to work together. Engaging those individuals to work co-operatively to a shared vision requires an inspirational leader whose qualities will now be evident. To underpin and embed the learning from this Module, delegates will identify an opportunity for innovation and improvement in own organisation, and justify the improvement in context of the organisations vision and strategy.

Module 6 - Becoming an Effective Leader

Building on the Action Centred Model used in the previous Modules, leadership practice is extended to include a range of approaches to motivate individual, enhance culture and increase performance and engagement. Getting the right balance between controlling and empowerment will be critical to becoming the effective leader. Understanding the needs and wants of your individuals and how to get the best from them is the foundation for long term success.