

Leadership, Management and Change Management Courses

Introduction to Leadership and Management

Two or Three-day workshop

Aims of the workshop:

The workshop is designed for anyone who leads a team either on a line or project basis, at any level. It will enhance participants' understanding of the effective behaviours required and increase their understanding of team roles and techniques for sustaining high performing teams. It will enhance their overall impact and effectiveness through increased self-awareness and the use of productive communication approaches.

Learning outcomes: by the end of the workshop participants will be able to:

- Identify their strengths
- Understand the role of the manager and supervisor
- Understand the nature of motivation and its links to staff development
- Understand how to manage performance
- Demonstrate effective team working skills
- Identify clear standards and conduct for the workplace
- Demonstrate how to communicate with clarity
- Understand the nature of leadership
- Demonstrate feedback skills

Leadership and Management Refresher for Established Managers

Two or Three-day workshop

Aims of the workshop:

To provide experienced managers with a dynamic learning opportunity that addresses their individual development needs. The workshop provides powerful insights into why current approaches adopted by managers may be less effective than desired and provides different strategies for tackling problems and challenges that they face.

Learning outcomes: by the end of the workshop participants will be able to:

- Manage their working relationships more effectively
- Improve their efficiency and effectiveness through enhanced communication and the application of powerful distinctions
- Manage anxious situations more effectively through enhanced understanding of why upsets occur and identify the most productive ways to resolve them
- Recognise their own attitudes that help or hinder their performance in the workplace and consider strategies which will give better results
- Demonstrate enhanced communication approaches that achieve better results

Leadership and Management for Senior Managers

Two-day workshop

Aims of the workshop:

To provide senior managers the opportunity to reflect on their current approaches to leadership and management and receive feedback on how they are perceived by their peers. This powerful and dynamic workshop explores the key facets of leadership and management from a personal perspective and provides participants with fresh information on their approaches.

Learning outcomes: by the end of the workshop participants will be able to:

- Consider peer feedback and actions required to enhance their performance
- Identify their attitudes and current effectiveness in supporting and challenging their people
- Understand additional tools and techniques for leading change
- Consider their organisational culture and how to influence it so that it is more productive

Change Management

Two-day workshop

Aims of the workshop:

This practical workshop will enable organisational change to be implemented more effectively. It is designed for managers who need to lead and bring about change. It focuses on understanding the human dimension of change and therefore helps managers and change agents to develop strategies to assist people and themselves, through change.

Learning outcomes: by the end of the workshop participants will be able to:

- Understand the context of change in today's changing World
- Create a vision and strategy for change
- Plan for change and identify key stakeholders and the change team
- Design a communications strategy appropriate to the change
- Better understand resistance to change and be able to implement practical strategies for dealing with resistance
- Appreciate what is required when seeking to change culture
- Identify how to evaluate the change process
- Design an effective plan for the introduction of change in their own business area and / or organisation

Adding Value Through Strategic Management

Three-day course

Aims of the course:

This practical course is designed for senior and middle managers and aims to help participants to develop the strategic direction of their business areas and to enhance the effectiveness of their management and leadership roles. The content focuses on the development of a corporate and / or business area specific mission, vision and set of values together with inspirational leadership and management techniques to enhance the implementation of the vision.

Learning outcomes: by the end of the course participants will be able to:

- Create a mission, vision and values statement for their business
- Plan an effective implementation strategy
- Identify key organisational barriers and challenges to success and ways of over-coming them
- Design an effective communications strategy
- Identify their attitudes and current effectiveness in supporting and challenging their people
- Manage anxious and difficult situations more effectively