

INSPIRING LEADER



Overview

The Inspiring Leader is for experienced first line and/or mid-levels managers who already have a good working knowledge of management fundamentals and wish to enhance their skills to become an even better people leader. The main aims of the programme are to:

- Develop people leadership capabilities
- Increase awareness of leadership style and levels of adaptability
- Develop key talent
- Increase levels of non-positional & direct influence
- Expand professional network
- Improve planning and implementation of strategic initiatives
- Successfully lead and embed change
- Gain commitment and buy-in from key stakeholders

Module	Content
1	Personal Impact <ul style="list-style-type: none">• Programme launch by Project Sponsor• Programme overview & objectives• Capability assessment presentations- successes & challenges• DISC revealed• Understanding DISC characteristics• Influencing & managing the DISC styles• Linking DISC to emotional intelligence• Emotional hijacking• Increasing self-awareness• Managing your emotions• DISC in action - experiential activity
2	Building Adaptability <ul style="list-style-type: none">• Complete adaptability profile & identify development areas• Learn from stories of adaptability & resilience• Improve development areas with the adaptability toolkit• Deal better with uncertainty• Conduct a personal SWOT & organisational PESTLE• Expand your professional network with spheres of influence• Positive reframing to reposition negative internal dialogue• Identify what you can and can't influence with the circle of Influence & control• Increase personal energy levels with a clear purpose• Understand core drivers to human behaviour - 6 areas of human need• Spheres of influence plus traps & brokers
3	Employee Engagement <ul style="list-style-type: none">• Understand the link between motivation & discretionary effort• Engagement factors personal assessment• Identify employee engagement factors• Elicit individual motivational drivers & link to achieving performance objectives• Modern day motivation - autonomy, mastery & purpose• Coaching for enhanced performance• Feedback framework• Create a coaching plan

Module	Content
4	Creating a Culture of Excellence <ul style="list-style-type: none"> • Identify the difference between culture & climate • Strategies for improving team climate • Create a climate charter • Leadership styles & when best to use each • Align organisational strategy with team & individual goals • Distinguish a dilemma from a problem • Proactive approach to managing dilemmas • Maximise decision making styles • Avoid common decision-making traps • Use a clear strategy to make well-formed decisions
5	Strategies for Success <ul style="list-style-type: none"> • Share live business initiatives with peers • The System - experiential activity • Strategic initiative success criteria • Identify key stages of any initiative and how to maximise their effectiveness • Increase clarity over key initiatives • Tailor your messaging to key stakeholders to encourage buy-in • Considering communication strategies • Involving people in planning & implementation • Engage people with compelling communications • Proactively consider contingency planning when launching new initiatives
6	Leading Change <ul style="list-style-type: none"> • Lead change to accelerate business results • Assess factors that build & erode trust • Avoid change traps • Identify 6 risk factors to consider when leading change • Reduce the risk for your own initiative • Explain the Why, How & What of change • Identify & manage resistance to change • Recognise the factors that drive commitment • Demonstrate empathy • Positively reframe change individual reactions to change • Communicate change authentically • Final action planning

By the end of the course learners will be able to...

At the end of the programme managers will be able to:

- Recognise individual strengths & key development areas as a leader
- Increase levels of emotional intelligence
- Expand professional network to enable faster business outcomes
- Understand core motivational drivers to improve performance & morale
- Consciously deploy appropriate leaderships styles to achieve goals
- Align individual contributors with organisational strategy
- Coach peers & direct reports to enable them to get results, both formally & informally
- Plan & implement strategic initiatives, incorporating contingency planning
- Enhance decision making process - balancing time & collaboration factors
- Build commitment to change initiatives

LEARN with Cascade...

Stage	Content
1	<p>Pre-work to be sent to all delegates. To include:</p> <ul style="list-style-type: none"> overview of the Inspiring Leader programme aims of the course leadership capability assessment - successes & challenges personal objective setting business specific examples & case studies team capability assessment disc profile questionnaire & report personal development plan template
2	<p>Delivery of 6 one-day modules:</p> <ol style="list-style-type: none"> 1. Personal Impact 2. Building Adaptability 3. Employee Engagement 4. Creating a Culture of Excellence 5. Strategies for Success 6. Leading Change
3	<p>Peer Coaching - in between each module. Peer partners to meet to discuss their action plans and reflections from each module - the summary of which is to be recorded in their Personal Development Plans (PDP). Typically, these sessions last between 30-60 minutes.</p>
3	<p>Monthly Management Meeting - action learning sets for all participants to discuss the on-going application of each module & their leadership journey. A framework for that discussion is recommended and could include: a chair person and minute-taker; reflection on real scenarios that have occurred in the work place in staff and in themselves; what issues & challenges they have experienced and how they have overcome them or plan to; what successes they've had and which strategies they used to succeed. The main idea is for them to take ownership of these sessions. Typically, they would last an hour, the outcome of which is to be recorded in their PDPs.</p>
3	<p>Executive Coaching - each participant to meet with an executive coach for three, 60-minute coaching sessions throughout the programme. This will provide them with an opportunity to confidentially discuss their individual aims & challenges around being a leader.</p>
4	<p>Personal Development Plan & Reflective Statement - the PDP is for them to log any relevant activities they have undertaken throughout the programme to apply what they have learned on each module, for example:</p> <ul style="list-style-type: none"> - Conducted team capability assessment & profile - Attended peer coaching session with x - Successfully implemented change initiative <p>Following all six modules, they will complete a 500-word reflective statement to summarise their thoughts and views on the programme and what they have learned and applied throughout.</p>
5	<p>Final presentations - 2 months after the final module, they will come back together as a group and in pre-determined pairs deliver a 15-20 minute presentation on their learning, outcomes and experience of the programme. These presentations need to include 2 aspects:</p> <ol style="list-style-type: none"> 1. A teach-back on a topic of their choice from the whole course. This should be an interactive session that they will deliver to their peers and to key stakeholders who will be observing the presentations. To avoid duplication of topics - they will need to decide as a peer group who is doing which topic. 2. During the teach-back they will need to demonstrate where they have applied what they have learned throughout the programme.

