

# Leadership Development Programme – Managing Peak Performance

## Overview

Everyone who chooses to be a Manager or a Leader has a special obligation to be aware of the influence they have on people and situations. Development of Leadership skills and personal awareness is vital in managing peak performance within any organization as employees look at the behaviour and actions of the senior teams and follow their lead.

This Leadership Foundation Programme will enable each participant to increase their own personal awareness and develop effective strategies for leading people through the employee life cycle including attracting and retaining the best, managing and maintaining peak performance and leading people through change.

## Learning experience – an overview

### Module One: - Attracting & Retaining the Best

- Recognise what motivates others and match with appropriate leadership style
- Maximise employee lifecycle interventions to drive improved performance
- Support others to create realistic personal improvement plans
- Understand the leaders role in creating fun and engaged working environment

### Module Two: - Managing Peak Performance

- Raise personal awareness and understand the impact on others
- Enhance leadership behaviours and know when to flex style
- Maximise employee lifecycle interventions to drive improved performance
- Support others to create realistic personal improvement plans to enable them to achieve peak performance
- Understand the leaders role in creating a challenging and engaged working environment

## Module Three: - Leading In Times of Change

- Identify the transitions within the employee lifecycle and develop a leadership approach to supporting people through them
- How to manage self and others in change situations
- Develop effective engagement behaviours

During the 3 day leadership programme participants will have the opportunity to apply all of the new skills and knowledge gained during the programme.

Delegates will also have the opportunity to give and receive feedback and receive coaching support to improve their leadership style.

## Programme Duration

### ▪ 3 day Leadership Programme

The Leadership Programme will be run over 3 consecutive days and will be delivered via skills development and work-related workshops. These workshops will be delivered in an interactive style, using practical exercises, tools, techniques and your experience.

### ▪ 2 day Leadership Development Centre

You will also be required to attend a 2 day Development Centre where you will validate your learning and develop an action plan for future success.

## Preparation

Participants will be required to complete the following pre programme activities which will be issued prior to attendance at the workshops:

- 1) Completion of Coaching Skills Questionnaire
- 2) Completion of PEST Analysis