



Grow

Development
Solutions

Stepping into Leadership
(Endorsed by The Institute of Leadership & Management)



This is an in-house developed and '*Institute Approved*' programme. This programme is designed specifically for transitioning and first-time leaders or those who want to prepare for taking the next step into a leadership role. Those who attend this programme will benefit from *deepened self-awareness* and *enhanced skills and behaviours* to foster a more *empowering approach* to leading others to *achieve bottom-line results*.

Programme Content & Structure

This programme can be delivered as a *three-day face to face training programme or virtually, with six online workshops*. The training workshops are designed to encourage participants to reflect and recharge, whilst learning about the essentials of effective leadership. An overview of the specific topics and content to be included are below.

- Managing the transition into senior leadership and the skills and behaviours required to do this effectively
- Your 'authentic self' as a leader (exploring your own values, beliefs and behaviours)
- The emotionally intelligent leader and your own levels of emotional intelligence
- The value of high-performing teams and how to facilitate high-performance in your own organisation
- The role of empowerment and engagement in leading high-performing teams
- Coaching tools, models and techniques to create a coaching culture to maximise performance and capability
- Facilitating powerful coaching conversations
- Influencing strategies and techniques to influence a range of stakeholders
- Analysing the business environment to support effective strategic planning
- Effectively leading individuals and teams through change
- Ways to develop own resilience and support others through difficult times
- The use and value of networking to support effective leadership
- Supporting your own growth and development as a leader
- Participants will be provided with a '*Leadership Development Toolkit*', to support ongoing leadership development and promote effective and robust reflective practice

What Participants CAN EXPECT

- ✦ To be challenged, have some fun, learn a lot and engage in thought-provoking learning opportunities!
- ✦ Training and support from qualified and highly experienced leaders and executive coaches
- ✦ In-house bespoke content to meet your organisational needs
- ✦ In-house groups between 5-12 participants
- ✦ Time to reflect and re-charge
- ✦ An opportunity to network with colleagues from across the organisation
- ✦ To engage in self-reflection and complete profiling and leadership assessments (some of these incur an additional cost and will be optional)
- ✦ No formal assessments
- ✦ Comprehensive developmental feedback from the course facilitators
- ✦ Workbooks for all training workshops
- ✦ A minimum of 12 months membership of The Institute of Leadership & Management
- ✦ Endorsed by (Certificate on completion) The Institute of Leadership & Management



Those who attend this programme will be given a 'Leadership Development Toolkit – which will support ongoing leadership development and robust reflective practice

WHAT PREVIOUS PARTICIPANTS HAVE SAID ABOUT OUR PROGRAMMES

"I want to thank you for delivering a first class programme that has given me the opportunity to develop my ability as a coach by raising my knowledge and skills and perhaps most significantly for me, has boosted my personal confidence in my day to day work".

"I just want to thank you for your time on this course, I will be using this for the rest of my career as I have learned a lot from my time with you."

"Thank you for your help and support on this course. It has been a brilliant experience!"



In-House Programmes

COURSE DATES & TIMES

This programme can be delivered as a *three-day face to face training programme or virtually, with six online workshops*, or as a *blended approach* (a combination of face to face and online).

Our full day training workshops are around 6.5-7 hours (including time for breaks/lunch) and our online workshops are usually around 3 hours per workshop. However, for in-house programmes we are happy to deliver the programme to suit our partner's wants and needs.

We will work with you, our partner, to agree on the best programme delivery structure for you and the participants attending the programme. We will always agree in advance with you, our partner, the programme workshop dates and times.

Course Fees & Next Steps

Our in-house fees vary depending on a range of factors, such as:

-  Delivery method (online, face to face, or a combination of both)
-  Venue costs (if to be delivered face to face)
-  Travel costs
-  Number of participants joining the programme
-  Number of cohorts undertaking the programme

Please contact us to discuss your needs and we can put together a personalised quote for you.

Payment Terms

We will require a Purchase Order number at the time of booking confirmation and our partners are required to sign our 'Services Agreement' which outlines our full terms and conditions and bespoke conditions and requirements for each programme/service provided.

Next Steps

We would love to get the conversation started with you and learn more about how our team at Grow can help your organisation. Please contact us via email:

enquiries@growdevelopmentsolutions.com, or telephone: 01778 382781 /07967603236

We hope to have the opportunity to work with you soon and deliver an in-house programme to meet your needs!