

Intelligent Leadership for the 21st century SME

Providing leaders with the awareness, behaviours and consciousness to take their companies and their people to a higher level of sustainable performance

Purpose

This programme will harness the business and technical skills leaders already have to produce increased capability in leadership, enabling higher performance in themselves and the people around them.

It achieves this through increasing their awareness of the needs of leadership in the 21st century and how to learn and embed new behaviours that will enhance performance. It will also help leaders increase their level of consciousness around judgement, especially in how and why they make the decisions they do and how they might make better decisions in the future.

Content

The programme takes leaders through a practical journey of discovery using evidenced based research that links emotional intelligence, culture theory, ethical philosophy and neuroscience.

The sessions are very participative using a variety of methodologies and can be enhanced even further by providing on-line workbooks in advance to transfer content so that the face-to-face time focuses on the implication of that content to the leaders in their organisation. The following is a typical journey of MasterClasses (MCs), normally spaced about 4 – 6 weeks apart. For each MC there will be some pre-reading and exercises. The balance between face-to-face and remote sessions can be flexed for each organisation depending on budget and logistics.

Core Foundation:



Advanced Options:



- 🚩 MC 1: Leadership v Management; How leadership has changed in the 21st Century; Neuroscience of Leadership; Learning how you learn; Inspirational Leadership
- 🚩 MC2: Emotional Intelligence & Leadership styles – preferences, strengths, development areas & needs
- 🚩 MC3: Understanding about culture and identifying & developing the best culture for the organisation
- 🚩 LEIPA 360°: Unique tool to identify those few new behaviours that will have greatest impact on performance. Includes an in-depth feedback session and a follow up coach-mentoring session
- 🚩 MC4: Developing a 360° framework for a team and start on the team development priorities
- 🚩 MC5 / MC6: moving beyond the ego to develop improved decision-making, focusing on stakeholder needs and bringing values to full consciousness.

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Designed for

Senior leaders and leadership teams of SMEs who want to up their game and grow their business into more substantial and sustainable organisations. This programme is designed for one facilitator to run a cohort of up to 9 people – which can be a single team from one organisation or as a public programme with participants from different organisations (could be suitable for CEOs of small companies for example).

Benefits

Participants will have a much better awareness of how their behaviours impact not only their own performance but also on the performance of those around them. They will learn new behaviours that will enable their people to perform at a higher level, create a performance enhancing culture and improve the overall performance of the company. They will be able to bring their values and decision-making to a higher level of consciousness and through that make more effective, ethical and sustainable decisions for their organisation. **It will in turn raise the productivity of the whole organisation – often by much more than a similar investment in capital or through employing more people.**

Further Recommendations and Options

Electronic Workbooks (Available 2 weeks prior to each MasterClass: required time – ca. 2 hours):

The content of our electronic 'Workbooks' is designed to be appealing and enthusing so as to promote early engagement as well as to support reflection. This process minimises the time needed during a MasterClass to transfer information, instead focusing on learning how to use the new knowledge.

ALIVE© tele-conference Calls (1 hour - ca. 2 weeks after each MasterClass)

This is a facilitated tele-conference call for up to 9 participants to share their experiences, insights and learning around implementing their new skills and behaviours. ALIVE© Calls are a highly focused interactive experience which is a time and cost effective way to enable learning by supporting face-to-face workshops and MasterClasses.

Non-directive Tele-coaching:

Individual tele-coaching is a cost effective intervention that increases the potential for embedding new behaviours. Tele-coaching can be extended to provide opportunities for reflection, tracking progress on implementation and review effectiveness of participation.

Myers Briggs Type Indicator (Step 2)

Prior to MC1, this is an unbeatable way of raising awareness of how differences in behaviour are driven by different preferences. Each participant completes a self-assessment and then receives tele-feedback from an expert so they understand their own preferences prior to the 1st MasterClass where they will be discussed in a group format for great learning and self-awareness.

Further Information about this and other programmes

The LeaderShape website www.leadershape.biz is a deep resource of information about the content of this programme and much more. LeaderShape's approach to leadership development is described in more detail in *The Invisible Elephant & The Pyramid Treasure* <http://www.leadershape.biz/invisible-elephant> and in their latest book published by Kogan Page *Leadership Assessment for Talent Development* <http://www.leadershape.biz/book-reviews>.

Finally, LeaderShape offers a range of university accredited post graduate courses up to Master's Degree level in Leadership Development and Coach-Mentoring & Facilitation <http://www.leadershape.biz/work-based-learning-for-leaders>. The Core and Advanced programmes described overleaf can form an integral part of post-graduate courses.