

Duration

The Programme lasts for 3 months, starting with a 2-day module, continuing with experiential learning and co-coaching and concluding with a one-day module.

Who's this for?

- Those moving, or aspiring to move, from Operational Management to a Strategic Leadership role, typically with 'Director' or 'Head of ...' in their job title
- Those already at a senior level who wish to take a fresh look at or review their current practices, approaches and style
- Leaders of any department or function

Why attend?

The move to the role of a strategic leader demands new thinking, approaches and energy. These Leaders are charged with solving more complex organisational challenges with the responsibility of leading change – especially over the longer term. The development of people and senior team performance levels is key, while strategising their own career path simultaneously.

The Strategic Leaders Programme gives a senior manager in your organisation time to focus on the knowledge, skills and motivation that they need to develop to meet the challenges of their roles – for themselves, and for their teams.

What will I get out of the workshop?

This programme will support and challenge you to:

- Review, refocus and take actions to develop your leadership practices
- Clarify and state the principles and philosophy that guide your leadership
- Change the balance of your time towards a strategic focus
- Identify the strategic influences on your organisation and areas of responsibility and lead the necessary changes
- Use your development in this role to support your career plan
- Develop your coaching and mentoring skills with other leaders and colleagues
- Become more self-aware and to use this to forge improved working relationships and boost your performance and development

What's on the Agenda?

Preparation Work

- Completion of a 360 Feedback tool
- Reading of targeted articles to be ready for the course content

Module 1 (2 days)

Day 1

- Reviewing your leadership development so far
- What does a strategic role mean?
- How strategic leaders use time
- 360 Feedback – an in-depth review of the outputs from the preparation work
- Being 'inspirational' as a Leader

Day 2

- Clarifying your strategic position using specific tools and frameworks
- Leading Change – your role
- Working on a test case to develop your part of the organisation
- Planning personal development actions to progress before Module 2
- Using a co-coaching approach

Practice at Work (approx. 3 months)

- Implementing and experimenting with your ideas and actions from Module 1
- Working in a co-coaching relationship with a fellow participant for support and challenge

Module 2 (1 day)

- Reviewing your lessons learned in developing your department so far
- Getting teams across the organisation to work together
- Using leadership styles based on emotional intelligence
- Leading and developing your people
- Identifying those who you need to support you to achieve success in your career
- Setting personal development milestones and holding yourself to account
- Creating sustainable development for yourself and others