

MAKE LEADERSHIP HAPPEN

Now is the time to make leadership happen within your organisation. Get to grips with this key role and ensure you have the impact your company needs.

PROGRAMME OBJECTIVES

This programme has two main objectives for company leaders:

- Enable the participants to realise their potential as effective leaders in their company
- Ensure that they can define how best to position and structure the company so that it can sustain and develop itself independent of the leader

PROGRAMME STRUCTURE

Make Leadership Happen takes place over a six month period and includes:

- 6 facilitated workshops on the key areas of effective leadership with an emphasis on: increased self awareness, personal growth, and the development of effective company behaviours which will engender a dynamic culture for achievement
- 6 in-company executive coaching sessions ensuring learning from workshops is actively applied and obstacles to best performance are addressed
- Each participant is a successful business owner or director of the company that he/she is running, to ensure a strong learning from among peers and the opportunity to develop effective inter-dependencies

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MAKE LEADERSHIP HAPPEN PROGRAMME STRUCTURE

Mentor Session 1: Current Performance Overview

Determine your current level of personal effectiveness. Identify your areas for growth
Define the key changes you require to achieve the next step in the development of your company

Workshop 1: Effective Leadership (Personal Effectiveness 1)

- Understand what leadership is and is not (Step away from Management and into a Leadership role)
- Identify the proven habits of effective business leaders that you can apply – which ones will work for you
- Know Thyself 1: Determine your Unique Ability and how to excel through simplifying your contribution

Mentor Session 2: In-company Executive Coaching Session

Progressing personal effectiveness. Progressing key changes required for company to go to the next level

Workshop 2: Effective Leadership (Personal Effectiveness 2)

- Understand the compelling power of your story (Know Thyself 2)
- Understand your Belief System and how it can help and hinder your performance
- Learn how to develop leadership habits until they become subconscious behaviours
- Know Thyself 3: Understand your personality type thereby what motivates and what frustrates you

Mentor Session 3: In-company Executive Coaching Session

Progressing personal effectiveness. Progressing key changes required for company to go to the next level

Workshop 3: Change Management – how to Successfully Implement Change

- Why Change initiatives usually fail
- Define your company story and the behaviours required to deliver it by all
- Leading Change – learn how to develop a new company perspective and habits

Mentor Session 4: In-company Executive Coaching Session

Progressing personal effectiveness. Progressing key changes required for company to go to the next level

Workshop 4: How to think and act Strategically

- Apply the key components of successful strategic thinking into your leadership role
- Determine and populate the key elements of your strategic framework
- Determine the future organisation model to deliver your strategy
- From strategy to objectives, with KPIs to personal ownership and responsibility

Mentor Session 5: In-company Executive Coaching Session

Progressing personal effectiveness. Progressing key changes required for company to go to the next level

Workshop 5: Compelling Communication

- You cannot, not communicate – what are your messages, in particular latent negative messages?
- Know Thyself 4: Emotional Wisdom – what it is and how to enhance it
- Effective Presentation of self at all times – re-enforcing your leadership habits
- Developing a win-win mind-set, internally and externally

Mentor Session 6: In-company Executive Coaching Session

Progressing personal effectiveness. Progressing key changes required for company to go to the next level

Workshop 6: The Power of Inter-dependence

- Lessons from Biology – Interdependence drives growth
- Reflect on progress made, internal and external resistance and next steps
- Lessons learned from each other
- Risk Assessment re what will prevent sustaining progress and how best to manage