

# Leadership programmes and workshops

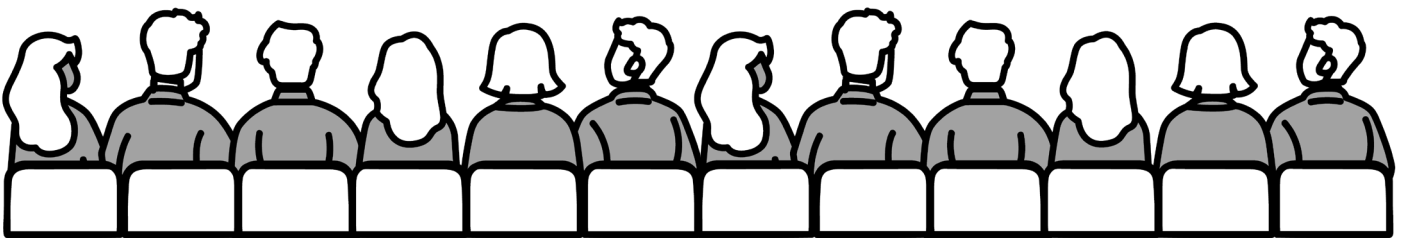
## What is it?

There are hundreds of definitions of leadership and an equal number of leadership frameworks and models. There are two distinct aspects to leadership. The first involves taking action – deploying leadership activities and skills. The other relates to how you embody leadership – the mindset, behaviours and emotions that characterise good leadership.

Our leadership programmes and workshops are a tried and tested way to help equip leaders to develop and deploy leadership capabilities so they can operate effectively in their business.

## Who is this for?

- Anyone who holds, or intends to hold, a leadership position at any level and in any sector.
- Learning and Development and Human Resources professionals with a desire to grow leadership capability and leadership confidence in their organisation
- Organisations who want to ensure that they prepare their leadership pool and pipeline for the leadership challenges and opportunities that these positions present



## What areas are covered?

We offer a bespoke, needs driven programmes that focus on three key areas:

1. Leading self
2. Leading others
3. Leading the organisation

All three areas require leaders to have fit for purpose competence, capability, capacity and confidence. Our programmes aim to deliver on all of these.

Example of topics include:

- Diversity, equality and inclusion
- Vision and strategy
- Motivation
- Resourcefulness, resilience and wellbeing
- Influence
- Authority, presence and impact
- Emotional intelligence
- Stakeholder management
- Feedback
- High stakes conversations

## What's involved?

We partner with our clients and follow a series of stages including:

- Engagement, enrolment and mobilisation – to ensure needs are clear, key stakeholders are consulted and governance of the programme is defined
- Design and development – to ensure the identified needs are met in the most impactful and efficient way
- Delivery – to ensure roles and responsibilities are in pace to enable the programme to be successfully rolled out
- Post programme support – to ensure the programme maintains momentum and continues to deliver impact long after the programme delivery. We can also provide various levels of programme management depending on the size of the programme
- Review – to ensure the programme has delivered a return on investment/expectation

**If you want to find out more about how we can work with you and your leaders, please contact:**

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