

What's in it for Employers?

Increasing the leadership skills of your employees develops that individual and improves all aspect of your business or organisation where that person has influence. Whether it is dealing with people, leading the team, project management, managing change or strategic planning your leaders will build in confidence and ability by attending this programme.

'It's only through good managers who set targets, motivate staff and measure achievement that companies will reach the high levels of performance they need' Edge Magazine, 2008. According to a 2007 study by McKinsey and Company, an organisation's performance is inextricably linked to the quality of it's managers. The report concludes that 'improved management practice is one of the most effective ways for a firm to outperform its peers.'

How does the SEASONS Leadership Development Programme Work?

Participation in the SEASONS Leadership Development Programme enables people to understand and develop their own leadership style appropriately for the many situations in which they operate. Our Leadership Programme is available as a series of workshops which can be delivered flexibly over a period of time, to suit your organisation.

ilm Working in partnership with the **Institute for Leadership and Management (ILM)** we are able to offer participants the opportunity to gain recognition from their learning in the form of a nationally recognised qualification.

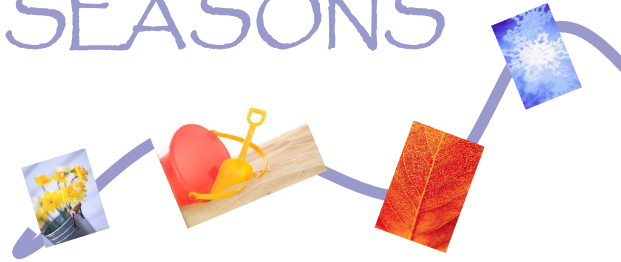
For those who wish to gain accreditation there is an additional blend of individual learning and project work which would need to be completed and assessed. Please note though that it is possible to benefit from the training without pursuing the qualification.

SEASONS Leadership Development Programme

No one today can afford to ignore the impact that leadership has on their organisation. At worst poor leadership is responsible for lack of effectiveness and poor performance. Skilled and inspired leaders can the vision and confidence needed to create success in your organisation.

The SEASONS Leadership Development Programme provides opportunities for leaders and aspiring leaders to consider their leadership potential, build on their current skills and develop new ways of thinking and working.

SEASONS



Contact Details

For more information or to discuss the SEASONS Leadership Development Programme in more depth please contact us as follows:

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LEADERSHIP DEVELOPMENT

developing the potential in your leaders



Part of the SEASONS range

"The task of the leader is to get his people from where they are to where they have not been."

Henry Kissinger

Becoming an effective leader can be a perplexing process—as the various views on leadership shown here demonstrate. Ploughing through the amount of literature and research which is available on leadership theory can leave you feeling more confused about how you should manage and lead people. In reality most leaders hone their skills, not through reading books but by learning what works through experience and practice. It does help though to know and understand some of the leadership theory which can point you in the right direction—the trick is to know what to use and when.

A leader is a dealer in hope
Napoleon Bonaparte

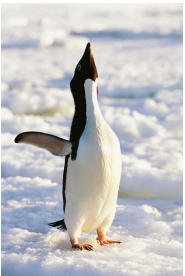
Don't tell people how to do things, tell them what to do and let them surprise you with their results.

George S. Patton

The **SEASONS** Leadership programme allows participants the opportunity to reflect on their natural personal

leadership style in a safe and supportive learning environment. Highly practical and interactive in our facilitation, participants on our Leadership programmes are challenged to consider how they can improve their leadership traits and behaviours in the light of their own working situations. Based on sound and up-to-date theory and research our programmes will introduce participants to skills and techniques which can help them develop as leaders, though we are deliberately not prescriptive in how they chose to apply their learning and understanding.

It's amazing how many cares disappear when you decide not to be something, but to be someone
Coco Chanel



Leadership Development—Award Programme

A typical Award programme is delivered over four taught days. Those wishing to work towards the ILM Award must also complete a project based assignment related to their own work place and complete some additional short project based activities. The four taught days typically cover the following topics, though this can be altered if an organisation requests a different emphasis:

Day 1—Management and Organisations

- Organisations—structure and purpose
- The role of management in organisations
- Communication in management
- Leadership styles

Day 2—Developing Your Leadership Skills

- Developing communications for leaders
- Personal development for leaders
- Planning
- Developing trust and influencing others

Day 3—Leading and Managing Others

- Leadership and culture
- Understanding and developing a leadership style
- Delegating and motivating
- Representing and protecting the team

Day 4—Developing Yourself and Others

- Negotiation for leaders and managers
- Mentoring and coaching
- Emotional intelligence
- My leadership strengths
- Action planning

Candidates who complete the Award may progress to the Certificate. Credit will be given for those areas which are repeated.

Leadership Development—Certificate Programme

A typical Certificate programme is delivered over five taught days. Those wishing to work towards the ILM Award must also complete a project based assignment related to their own work place and complete some additional short project based activities. The five taught days typically cover the following topics, though this can be altered if an organisation requests a different emphasis:

Day 1—Management and Organisations

- Organisations—structure and purpose
- The role of management in organisations
- Communication in management

Day 2—developing Your Leadership Skills

- Leadership and culture
- Developing trust and influencing others
- Negotiation for leaders and managers
- Mentoring and coaching

Day 3—Project Management for Leaders

- Project life cycles and scope
- Planning and monitoring
- Project team roles—managing relationships
- Project management in action

Day 4—Managing Stress and Conflict

- Identifying stress in yourself and others
- Managing responsibilities and responses to stress
- Interpersonal conflict
- Conflict styles

Day 5—Leading Teams

- Delegating and empowering others
- Evaluating team performance
- Team development
- Teams in action

