

New 3-Day Programme

LEADER

The Six-Step System for Developing
Remarkable Leaders who deliver
Amazing Results

Are you facing these leadership challenges?

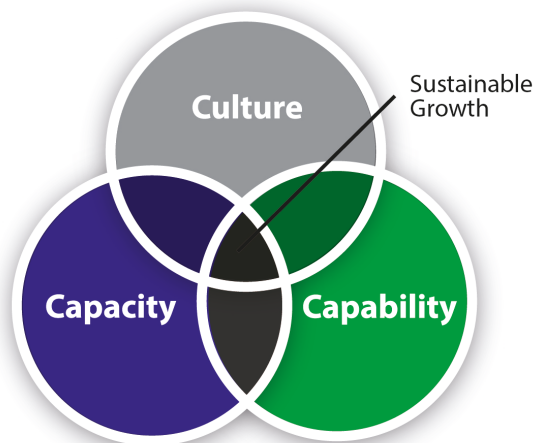
*"The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organisation that recruits good people, raises them up as leaders and continually develops them." **John C. Maxwell***

Having strong leadership and skilled, motivated employees is critical for the successful growth and competition of any company. The demands placed on people in business today are significant. Without good leadership and proper support, employees can become overstretched and under motivated. All too often, good people burn out and leave. The big question is 'How can you develop leaders who can keep up with and drive the growth of your business to ensure long-term success?'

That's what this Programme is designed to answer.

This programme is for busy leaders and HR professionals facing 3 key leadership challenges:

1. Capacity - You don't have enough leaders at all levels of the organisation, and you're in danger of losing your best people.
2. Capability - Your leaders lack experience and don't have the skills and confidence to grow the organisation.
3. Culture - You don't have a strong culture of leadership through the organisation.



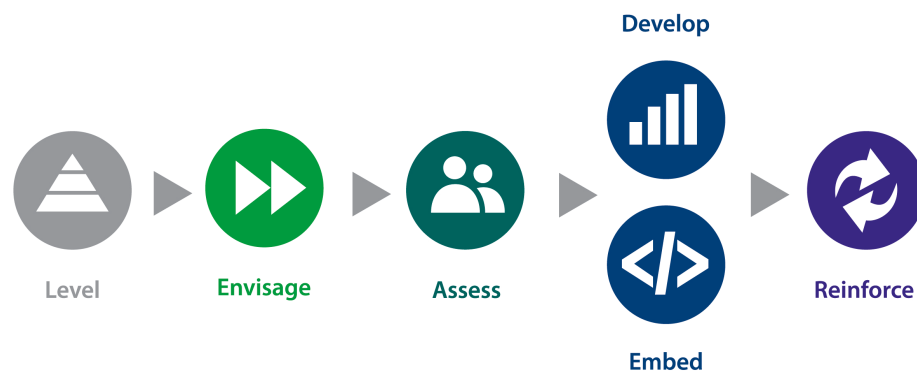
Those challenges are not just people problems, they're business problems.

Companies which don't invest in their leaders make less than half the revenue per employee compared to those who do, deliver shareholder returns that are 22% lower and the company's value can be reduced by as much as 30%.

Introducing LEADER

Over three days you'll learn how to develop more and better leaders. You'll discover how to enable your leaders so they have the confidence to make decisions and take action. And you'll find out how to get your leaders to take ownership of leading people and the organisation.

The Programme will share with you the practical six-step LEADER system developed by Antoinette Oglethorpe.



You'll obtain the practical tools and techniques to answer fundamental questions such as:

- What are the critical skills that leaders need to succeed?
- How do you recruit, keep and develop the right people in a competitive market?
- How do you test the capacity and capability of current leaders to scale with future growth?
- How can you ensure that an employee with great technical skills will be a great leader or manager?
- How do you give people the support they need to enable them to perform at their best?
- How do you develop agile career paths that give people the opportunities they're looking for so they stay with the company?
- How do you build the ability to innovate and respond to changing technologies and markets?
- How do you create a culture of growth that everyone buys into?
- How do you preserve the positives of the company culture as you grow?

What you'll learn

Developing leaders isn't "just about running a training programme". You need to take a strategic view determining the leadership capacity, capability and culture required for success.

Module 1: Level - How to set the stage for leadership development so it drives business results.

In the Level module you'll learn how to build a compelling business case for leadership development. You'll discover the secret to getting everyone on board. You'll obtain techniques for getting the buy-in of your senior management team and key stakeholders.

Module 2: Envisage - How to align leadership development to your business strategy to deliver real impact.

The Envisage module will help you identify the pivotal leadership roles for your future growth. You'll learn how to uncover the skills your leaders need to deliver your strategy. You'll be able to create a vision of the leadership culture you wish to develop.

Module 3: Assess - How to remove the guesswork from your plans and identify your future leaders

The Assess module will help you identify your talent pool of future leaders with confidence. You'll be able to review how ready, willing and able they are to take on new roles and responsibilities. You'll discover how to outline the development they need to grow.

Module 4: Develop - How to accelerate the development of confident leaders who can drive your growth and success.

Do your development activities make a difference? The Develop module introduces the Accelerated Leadership Development Model. You'll learn how to put real workplace challenges at the heart of your leadership development. You'll be able to design development activities that will have a real impact. You'll discover the power of coaching and mentoring to create transformational change.

Module 5: Embed - How to embed new leadership behaviours throughout your business.

Changing the way people behave can be a challenge. The Embed module will help you support leaders to put their new skills into practice. You'll learn how to inspire the desire for your leaders to change their behaviour. You'll discover tools and techniques to encourage new ways of working.

Module 6 - Reinforce - How to create and sustain a culture of leadership throughout your organisation

The Develop and Embed modules focus primarily on the leaders themselves. They focus on their actions and behaviours. But what about the context in which they're operating? The Reinforce module will help you foster an environment that cultivates and empowers leadership from your people.

Who will benefit from this Programme?

- A CEO who wants their leaders to step up and take greater ownership and responsibility for their people and the organisation
- A senior leader who wants to manage and mentor the next generation in the organisation
- An HR professional who wants to develop a leadership culture that will take the organisation forward
- A leadership development and talent management specialist who wants some practical tools and techniques for developing current and future leaders

What's included

There are no weighty manuals to wade through, no endless workbook chapters to read. The LEADER programme focuses on the real challenges facing your company today. It inspires action, instils change and makes the complicated, simple.

- You'll receive individual support during the three days as numbers are limited to 24 participants
- You'll have practical workbooks, actionable checklists, guidelines and templates
- You'll take home your own copy of "Grow Your Geeks" by Antoinette Oglethorpe
- You'll have access to facilitators and trainers with expertise in leadership development and relevant real world experience

What others say

"The great thing about the programme was that it included practical tools and techniques that supported the theories and helped me apply them in practice." **Alicia Knight, HR Professional**

"Working with Antoinette exceeded all my best hopes. It was highly relevant, focused on practical application and provided real tools for real work." **Gregory Cova, Director**

"I really like the practical approach to this training and the number of relevant activities" **Mervyn Gibson, HR Director**

"I am so pleased that you have broken down the development process into more than one component. I love the simplicity it provides." **Heather Whitaker, HR Professional**

"The material provided on the Programme is really useful and practical and helps take the learning back in to the business" **Andrew Heywood, Manager**

Programme Facilitators

Antoinette Oglethorpe

Antoinette is a Leadership Development Consultant, Speaker and Author.



She has over 25 years' experience of developing leaders for some of the world's most successful organisations - companies like P&G and Accenture.

A defining moment of Antoinette's career was when she helped start up Avanade, a joint venture between Accenture and Microsoft. As International Learning Director, she played a key role in developing the people needed to grow the organisation. And they did just that.

Avanade grew to 1200 employees globally in its first year - and by forty percent a year after that.

That experience helped Antoinette understand how important effective leadership is in a fast-growing company. It was the inspiration behind her first book, "Grow Your Geeks - A Handbook for Developing Leaders in High-Tech Organisations,"

Antoinette has spoken all over the world at leading conferences. She is a Chartered Fellow of CIPD, an Associate Member of the Association for Coaching and a member of the Professional Speakers Association.

Jim McLaughlin

Jim is a facilitator, consultant, trainer and coach.



He helps entrepreneurial companies to grow, providing practical support and a heap of know-how and know-who. He helps plan and implement change, develop commercial strategies and solve organisational problems.

Jim trains Directors and Managers in strategy, marketing, management, leadership, facilitation and business development. He uses Accelerate Learning approaches combined with sprinkles of NLP to make it fun, memorable and productive.

Jim coaches CEOs, MDs, New Directors and Chairs of a wide range of organisations to turbo charge motivation and performance.

He is also a Non-Executive Director sitting on two Boards of growing companies in the diverse sectors of Bakery and Medical Software. His speciality is practical development of the commercial strategy. He has to walk his talk!