

**Leadership Partner**

Working with our assessment partners award winning ibp Academy\*, we have developed a unique learning and behavioural change technology that will ensure that new LEARNING and skills is transferred into ACTION that delivers RESULTS.

*\* Largs based Ibp Academy is an Assessment Centre of Excellence for the Institute of Leadership and Management. Since 1996 they have deveoped and managed some of Scotland's most ambitious and acclaimed development programmes.*



**Driven by:**

- External Assessment
- Workshops
- Line Manager Support
- Action Leaning
- Support Groups
- Continuous Coaching
- Reflective Logs



This iterative approach continues throughout the programme

**Workshops**

A series of 5 deeply experiential workshops provide the mindset shifting inspiration and the Leadership tools and techniques that will back it up.

**External Assessment**

Provides the discipline and measurement criteria/structure that delivers ACTION and RESULTS. It also provides the ultimate reward in the form of the Leadership Award.

**Line Manager Support**

Line Manager support is of vital importance. We work with the participants and the line manager to identify behavioural changes (ACTIONS) and measurable performance improvement goals/targets from the outset which then form the foundation of the RESULTS assessment element. Active Line Manager support, encouragement and coaching is fundamental to their success.

**Action Learning Sets**

Participants will work with colleagues from other companies to explore and share how to apply what they have learned. This will significantly broaden their outlook and teach them best practice in other industries.

**ChangeMasters Support and Coaching**

We will provide them with continuous face to face, telephone and on-line support and coaching for the duration of the programme.

**Reflective Logs**

This is probably the most powerful of all the LEARNING to ACTION to RESULTS tool. Produced monthly, participants have to capture what they learned, what they did, what results they achieved, what worked well, what worked less well, what they will do differently, what new goals they will achieve next month. This log goes to ibp Academy and forms the assessment foundation. It also guides ChangeMasters and Line Managers support, coaching and follow through.

**All Dynamic Leader programmes can be tailored for in-company delivery for your management team using exactly the same foundational approach as the external programmes. We` would be delighted to explore this option with you.**

**CONTACT US NOW**

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**The Dynamic Leader Series**

## Results Focused Training

For 15 years we have worked with Managers throughout the UK and Europe. We have trained, coached and supported the development of Leaders from £1m Scottish companies to GMs of \$500m European plants.

In The Dynamic Leader Series we have captured all we have learned about how to **LEAD** (and how not to) and motivate people to perform at their optimum level. The Series has been designed to inspire participants to change their management mindset and behaviours to stimulate a new and consistent set of **ACTIONS** that will drive measurably improved **RESULTS** in their business area.

The primary goal is that participants change from being Managers (deeply engaged in running the day to day) to Leaders (delivering the day to day through the team while they focus on driving improvement).

Leading to nationally recognised Leadership Awards each programme in the series is assessed and accredited by The Institute of Leadership and Management and has a common focus of placing an 80% weighting on **ACTION TAKEN** and **RESULTS ACHIEVED**.

Targeted training for Leaders at every level. *The Dynamic Leader Series* has four Leadership programmes:

- 1 **The Visionary Leader – MDs and Directors**
- 2 **The 80-20 Leader – Middle Managers**
- 3 **The New Leader – New and First Line Managers / Team Leaders**
- 4 **Personal Power and Leadership – Future Managers and Leaders**



### 1 The Visionary Leader

#### For MDs and Directors

Our biggest discovery during the past 10 years is that if an MD changes how they think and behave they can change the company single handed. Aimed at MDs of medium sized organisations The Visionary Leader helps them to align their mindset and leadership behaviours with their Vision and Goals for the organisation. Running annually this highly tailored and targeted programme combines joint work with other MDs and a significant element of one to one coaching and development activities:

### 2 The 80-20 Leader

#### For Middle Managers

##### Programme Goals

By the end of the programme participants will:

- Have changed from manager to Leader
- Have delivered measurable performance improvement against goals agreed with line manager
- Be achieving goals faster and with less stress
- Have greatly improved their team's productivity and performance
- Be delivering greatly increased customer satisfaction
- Demonstrating high levels of Leadership style flexibility
- Leading difficult people superbly
- Delivering £ improvement far in excess of the programme cost
- Have developed a team of highly accountable/self leading individuals
- Created high morale and motivation

##### Programme Duration

Two programmes are planned for 2006 with June and September start dates running over a 9 month period.

##### Location

The 80-20 Leader workshops will be held in our Leadership Centre in Erskine.

##### The Leadership Award

Successful participation and achievement of **ACTION** and **RESULTS** goals will lead to The Professional Development Award in Functional Leadership endorsed by ILM.

### 3 The New Leader

#### For New and First Line Managers / Team Leaders

Aimed at Team leaders, First Line managers and those new to management, The New Leader shares the same foundation approach as The 80-20 Leader. It has been structured to provide participants with the knowledge skills and self confidence to positively lead their team. It then supports them in converting **LEARNING** into **ACTION** that delivers improved **RESULTS**.

The programme focuses on helping participants to progressively deliver the day to day through their team while they increasingly drive process, customer satisfaction and performance improvement.

##### Programme Goals

By the end of the programme participants will:

- Have changed their mindset from manager to Leader
- Understand what motivates people at work and be pressing their motivational hot buttons
- Be highly aware of their natural management and behavioural style/tendencies
- Have developed flexibility in leadership style and behaviours
- Be briefing and communicating with their team, colleagues, customers and manager - superbly
- Be expertly delegating to team members and focusing more on high added value customer facing activities
- Be coaching and developing team members' skills and effectiveness
- Be spending the optimum amount of time on priorities
- Be setting and achieving challenging self and team goals and targets
- Be managing people's behaviour and performance
- Be stopping negative behavioural patterns in team members
- Be delivering their goals and targets easier and with less stress

##### Programme Duration

Two programmes are planned for 2006 with June and September start dates running over a 9 month period.

##### Location

The New Leader workshops will be held in a convenient Central Scotland location.

##### The Leadership Award

Successful participation and achievement of **ACTION** and **RESULTS** goals will lead to The Professional Development Award in Team Leadership endorsed ILM.

### 4 Personal Power and Leadership

#### For Future Managers and Leaders

Is a unique programme aimed at today's key team members and tomorrow's Leaders. It has been designed to build self confidence, personal influence and assertiveness to enable them to contribute and achieve more within their role. It will also mentally prepare them for a future management role. PP&L can be run either as an in-company programme for your up-and-coming talent or by placing individuals on an open programme..

##### Programme Goals

Participants will:

- Develop a high level of self awareness
- Get more done faster by persuading and influencing others
- Lead and organise themselves to achieve more in less time
- Achieve their goals with less stress
- Overcome self limiting beliefs
- Replace negative behavioural patterns with positive ones

##### Programme Duration

3 programmes are planned for 2006 with June, September and November start dates.

##### Location

The 80-20 Leader workshops will be held in our Leadership Centre in Erskine.

##### Programme Style

PP&L runs as a 2 day workshop with follow through action learning sets to transfer learning back into the workplace.

*"The New Leader programme is a fundamental part of a person's development and made a huge impact on myself and the other participants. It truly is a stepping stone onto success, both as an individual and as an organisation - you got to do it!"*

Angus Robinson