



# LEADERS

ADVANCING PHENOMENAL PERFORMANCE

## LEADERSHIP DEVELOPMENT PROGRAMME

### GROW YOUR BUSINESS BY GROWING YOUR PEOPLE

The need for excellent leaders is more acute than ever. The new world is marked by turmoil, change and uncertainty. The businesses that succeed and grow will be marked by strength in leadership at all levels of the organisation.

### THE BENEFITS OF THIS PROGRAMME:

- Increase your self-awareness.
- Understand strengths and how to build these to overcome leadership blindspots.
- Learn how to harness natural style and mindsets to enhance impact with others.
- Recognise how to motivate yourself and others towards compelling opportunities.
- Strengthen your ability to lead your team into a change-mindset.
- Learn how to flex between management and leadership responsibilities.
- Elevate your ability to create and sustain a healthy culture as a basis for achieving phenomenal performance and outcomes.

Our Leadership Development Programme is designed with these leaders in focus:

- Heads of department
- Team leaders with a career path to the boardroom
- Client director level
- Executive management
- Small/medium business owners

Our focus is on the human factors that make for success;

**communication, trustworthiness, impact, motivation, integrity, conflict resolution, sustainability** and more.

These are the essential skills required for effective and sustainable leadership in today's world.

*Get in touch:*

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Le Bordage, St Peter Port, GY1 1DB

 07781 169611

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# COURSE OUTLINE

## APPLICATION

The Leadership Development Programme is orientated to enabling practical change; participants will be expected to implement the ideas into their day-to-day work and lives.

We support and challenge participants to apply the learnig via 1 to 1 coaching, peer group coaching and exercises throughout the programme. This is all designed to achieve a tangible difference in the context of your specific business reality.

## PERSONAL INSIGHTS

We conduct a 360 feedback survey and gather insight from two psychometric surveys at the outset, meeting one-to-one with you to review before of the first group session. This provides you with an immediate and precise awareness of the most important areas - strengths and potential blindspots - on which to focus. These set the basis for a personal plan of action to be developed and applied through the programme.

We possess particular expertise in applying insight from psychometric surveys, gaining a more sophisticated insight than standard approaches, including; behavioural style, mindsets, values, capacities, quality of motivation, productive habits (ambition, commitment, awareness, agility), counterproductive habits and more.

These insights enable you to focus objectively on the most critical areas that will enhance your leadership impact.

## STRUCTURE

The programme runs over seven months. It comprises of:

- Insight from psychometric assessments and 360 feedback, conducted before the first group session,
- Twelve half-day learning modules, some combined into a full day of learning and,
- Three individual coaching sessions at the beginning, middle and conclusion of the programme. This includes an initial review of the 360 survey results and psychometric surveys.

The module outlines are provided overleaf. The module dates are as follows:

DATE	MODULE (MORNING)	MODULE (AFTERNOON)
26th Jan 2021	Fundamentals of Leadership & Management	The Science of Leadership
23rd Feb 2021	Refining your Skills	Communicate with Impact
23rd Mar 2021	Building Trust	Healthy Conflict
27th Apr 2021	Giving & Receiving Feedback	(Individual coaching with overseas delegates)
25th May 2021	Making Integrity Contagious	Inspirational Leadership
22nd Jun 2021	Building Team Engagement	Fostering Company Wellness
13th Jul 2021	Leaving a Truly Valuable Legacy	(Individual coaching with overseas delegates)

*full days 9am to 5pm | half days 9am to 12.30pm*

## **COURSE FACILITATOR**

Phil Eyre, founder of Leaders, is the lead facilitator. He has an enthusiastic and inspiring style, drawing on his experience in business, academia and social sectors to help any leadership team to achieve phenomenal performance.

Phil began his career in the UK offshore finance industry in 1994, working for a wealth management company, Canaccord Genuity Wealth International.



Phil was head of the company's Guernsey division, with a staff of 120 and assets under management of £4.5billion before resigning from executive responsibilities in 2008.

Since launching Leaders in 2017, Phil has worked with many senior executives and boards primarily in the Channel Islands and City of London. He regularly writes for a variety of business publications and is often invited to speak at events for institutions such as the IoD and the British Army. Phil has served on the boards of various charities, ran the Guernsey hub of a national theology college, received accreditation as a pastor in the Baptist Union of Great Britain and is accredited in various motivation and behavioural techniques.

## **VENUE**

The course will be run in Guernsey, at Les Cotils Centre, near Cambridge Park in St Peter Port, which provides a high-quality and comfortable learning environment.

## **INVESTMENT AND COMMITMENT**

Course fees are £2,750 per delegate; which includes 360 feedback, two psychometric assessments, all course materials, training days, three one to one coaching sessions.

Participants commit to engaging with all group sessions which are supported by our course manual, three coaching sessions, completing a personal plan of action and implementing the key ideas in their workplaces. The programme does not require written assignments. We will recommend (but not require) additional reading throughout.

## **COHORT AND APPLICATIONS**

Places on the programme are limited to 12 people.

The final date for applications is 14th January, to enable us to arrange feedback on the 360 survey and psychometric assessments before the first group learning session.

To apply, complete and return the attached form to Annette Search, course administrator: [annette@leadersconsultancy.co.uk](mailto:annette@leadersconsultancy.co.uk)

For enquires, call or message Phil Eyre 07781 100351, [phil@leadersconsultancy.co.uk](mailto:phil@leadersconsultancy.co.uk)

**We look forward to receiving and confirming your application!**

# MODULE DETAILS

## FUNDAMENTALS OF LEADERSHIP AND MANAGEMENT SUCCESS.

How to lead yourself; the fundamental basis for leadership success. Accelerate self awareness, understand how your personality impacts your capacity to both lead and manage.

- Understand the strengths and limitations in your personal style;
- Recognise your mindsets and how to harness what drives you;
- Clarify the quality of your motivations and how these contribute to your success.

## THE SCIENCE OF LEADERSHIP

Affirm the essential elements of executive leadership and the difference between leadership and management. Learn how to harness your personality and mindsets to succeed as a leader AND as a manager.

- Ambition skill; pursuing compelling objectives (and avoiding defeatism);
- Commitment skill; applying 'common sense' and care to the work and people that matter the most.
- Awareness skill; identifying problems ahead of time and taking action. Developing a sophisticated approach to identifying trouble ahead.
- Agility skill; solving problems hopefully and decisively. Overcoming a 'martyr' mindset.

## REFINING YOUR LEADERSHIP AND MANAGEMENT SKILLS

Identify your unique strengths and blindspots, enabling you to apply yourself and adapt to the challenges you face.

- Exploring the differences and similarities between management and leadership;
- Recognise your more 'natural' bias to either leadership or management; identify how to stretch and adapt into the gaps.
- Strengthen your ability in the five critical leadership and management "interactions: accomplish a goal, explain vision, take responsibility, motivate others, mobilise resources.

## COMMUNICATE WITH IMPACT

Understand how your genetic and cultural mindsets—and those of the people you oversee—can be used to increase engagement and improve communication.

- Recognise the impact of your natural style, when and how to adapt;
- Understand and respect other people's approaches.
- Enriching others by bringing them 'in from the outside'.

## BUILDING TRUST

Trust is fundamental to achieving success in any team and is the basis for authentic leadership. This module will identify how your personal style and approach are contributing and detracting from your ability to trust and be trusted. Understand the five principles of trust and how to enhance them:

- Transparency
- Relatability
- Predictability / consistency
- Feasibility
- Empowerment

## HEALTHY CONFLICT

No single person has a monopoly on good ideas. Effective leaders are able to engage differences in perspective, style, opinion and belief in a way that constructs the optimum environment for successful decision making. In this module, we learn how to draw out diverse perspectives, understand patterns of how team members deal with conflict and create the necessary conditions for healthy conflict. This includes recognising when compromise is productive and when not to compromise - the basis for a collaborative partnership.

# MODULE DETAILS

## GIVING AND RECEIVING FEEDBACK

Overcome the obstacles and develop the skills necessary to grow from feedback.

- The need for feedback in high performing teams;
- The three feedback skills; assertiveness, openness, resilience.
- How to give great feedback.
- Creating 'safe to grow' conditions, rich in constructive feedback.

## MAKING INTEGRITY CONTAGIOUS

Understand the benefits of integrity, the costs of its absence and the 6 steps to instilling integrity in your team.

- Continuous personal growth;
- A proper personal perspective;
- Promises;
- Honesty and truth;
- Doing the right thing (not just the easiest);
- Consistency in all areas of life.

## INSPIRATIONAL LEADERSHIP

Elevating your team's confidence. Charisma is not all about extroverted energy. Understand and developing the three elements of attracting others to your cause, mission, vision and values, the key to building buy-in

- Fostering appropriate power dynamics
- Demonstrating warmth and empathy
- Being fully present

## BUILDING TEAM ENGAGEMENT

Engaging your team requires skilful leadership. In this module we bust some myths about collaboration, learn how to build success by respecting and harnessing differences and understand the six cognitive conditions for successful collaboration:

- Relatedness
- Expression
- Recognition
- Interpersonal connection
- A focus on the facts
- Hope for the future

## ENGAGEMENT DRIVES COMPANY WELLNESS

Connect each team member to the organisation's mission, vision and values.

- Set compelling objectives and foster an accountable culture;
- The power of presence;
- Stretch, rest, repeat.

## LEAVING A TRULY VALUABLE LEGACY

The best leaders look beyond their own career and immediate impact, seeking to build a legacy that lasts - developing others as successors, making a positive and lasting impact that endures. In this module, we understand how the emotionally intelligent leader is a life-long learner, continually improving themselves, their impact on others, enabling others to excel and in so doing, contributing to a better world.

# BOOKING FORM

## LEADERSHIP DEVELOPMENT PROGRAMME

### £2,750 PER DELEGATE

Contact (HR Manager):

Company:

Company Address:

Email & telephone details (HR/Manager):

Delegate's Name:

Delegate's Job Title:

Delegate's Email Address:

**Data Protection:** We will hold this data for the purposes of administering and providing the Programme, including arranging the 360 survey and psychometric assessments. Our privacy policy is published here: [www.leadersconsultancy.co.uk/privacy-policy/](http://www.leadersconsultancy.co.uk/privacy-policy/)

We would like to add you to our contact database. We use this to periodically send information on training opportunities that we are providing. Please tick here to be included:

**Please sign to confirm your agreement with the following statement:**

I have transferred by BACS £2,750 to Lifethrive Limited.

Natwest St Peter Port | Sort Code: 60-09-20 | Account: 74710982 | Lifethrive Ltd | ref: LDP

I understand that if the place is cancelled within 3 weeks of the course commencement only 50% of the course fee will be refunded, and if cancellation takes place less than 8 days before the first date no refund will be made.

However, a company can transfer a place to another individual at any time prior to the start, and only if the 360° feedback has begun will a transfer fee of £150 be charged. If the psychometric assessments have been taken, we will charge £250 in addition to cover these. In all other circumstances the transfer is free.

**Signature of Manager** \_\_\_\_\_

**Please return to:** Leaders, Tudor House, Bordage, St Peter Port, GY1 1DB  
Or email a copy to [annette@leadersconsultancy.co.uk](mailto:annette@leadersconsultancy.co.uk)