



LEADERshift©

people=positive™ has been working in the arena of leadership development for 20 years. During that time we have followed many individuals on their leadership journey, and have been privileged to be part of their personal development stories. We have always sought to recognise the uniqueness of each individual in our encounters with them, whilst sharing the insights and knowledge we have gathered over those years working with a hugely diverse population across the globe.

We have decided to condense this experience into a leadership development programme that can be followed through in its entirety, or approached in a number of separate modules. Our approach will be consistent with our principles of co-creation, to make the content of any workshops as relevant to the needs of the participants as possible. We put a great deal of emphasis on the preparation and follow-up of any investment in personal development, and the module snapshots presented are a framework around which the detailed content can be developed.

The LEADERshift© Programme has 4 key themes. These can be split into a series of four 2-day modules, or eight 1-day modules. In any co-creation of a leadership development programme, considerable emphasis would be placed on ensuring that preparation work had been carried out, and that the content of the programme was relevant to the participants attending. This framework is therefore a starting point for detailed design with the programme sponsor.

Module 1

❖ **Leadership Bedrock**

By the end of this 2-day module, participants will:

1. Know more about the history & development of leadership than I did before.
2. Be right up to date with leading-edge developments in leadership thinking.
3. Be much clearer about why I need to be a 'leader' rather than a 'manager'.
4. Be clear about my starting point & have identified some key goals I want to achieve during this programme.
5. Have experienced leadership in action in some of the activities we've taken part in.
6. Have listened to the experiences of other leaders & found new insights from these conversations.

Module 2

❖ **Leading my Team**

By the end of this 2-day module, participants will:

1. Be clearer about the choices they have in leading their team.
2. Have developed new skills in problem-solving, decision-making and achieving through developing others.
3. Have received feedback on personal leadership style.
4. Have a wider knowledge about the variety of different teams that can be employed in different situations.
5. Have identified some key personal actions they plan to take based on feedback from 360° process and from this experience.

Module 3

❖ **Leading People**

By the end of this 2-day module, participants will:

1. Be more confident about building effective working relationships with team members of diverse personalities and needs.
2. Have more understanding of personal impact on other people.
3. Have increased communication skills – giving & receiving.
4. Have experienced practical tools to help them coach other people.
5. Have learned from 'live scenarios' how to get the best from other people.
6. Become better listeners.

Module 4

❖ **Performance Leadership**

By the end of this 2-day module, participants will:

1. Have a robust toolkit for developing & maintaining high-performance.
2. Understand how to connect my team with strategic organisational business objectives.
3. Know how to establish systems that will help ensure consistent high-performance.
4. Know how to ensure that individuals in a team understand what is expected of them in relation to performance delivery.
5. Know how to coach individuals in performance improvement.

LEADERShift®			
	Day	Title	Content
Leadership Bedrock	1	<i>The Leadership Landscape</i> - Bedrock of High-Performance	<ul style="list-style-type: none"> ➤ History & current thinking in leadership ➤ Leading vs Managing ➤ Practical Leadership in Action ➤ Today's Leadership Agenda
	2	<i>Personal Leadership Development MAP</i> - Individual journey into High-Performance	<ul style="list-style-type: none"> ➤ Personal Values ➤ Establishing a Starting Point ➤ Peer insights and feedback ➤ Mapping goals and route plan ➤ Kouzes- Posner Leadership Inventory
Leading my Team	3	<i>Teams . . .Who Leads Them!?</i> - Introduction to Teamwork - followership & leadership	<ul style="list-style-type: none"> ➤ Powerful experiential Learning ➤ SHIFT performance coaching model ➤ Transfer to 'home' team context
	4	<i>Team Leader Toolkit</i> - Practice makes Perfect. . .	<ul style="list-style-type: none"> ➤ Team Leader Roles ➤ Team development tools ➤ Situational Leadership ➤ Feedback from peers
Leading People	5	<i>Positive Relationships</i> - The Leadership Challenge - Personal Role Modelling	<ul style="list-style-type: none"> ➤ Understanding self ➤ Exploring diversity ➤ Practical scenarios ➤ Making it personal
	6	<i>Leading people in High-Performance Relationships</i> - 'Fitness' is a personal responsibility. .	<ul style="list-style-type: none"> ➤ X <i>pl</i>ore scenarios ➤ Conflict resolution styles ➤ Communication frameworks ➤ Assertiveness/feedback tools
Performance Leadership	7	<i>The 'Performance Journey</i> - On Track .. On Target.	<ul style="list-style-type: none"> ➤ SHIFT system ➤ Performance Management Toolkit ➤ Success Mapping ➤ Dash-boarding
	8	<i>Pioneering Leadership</i> - Leading through change	<ul style="list-style-type: none"> ➤ Change theories / models ➤ Coaching practice ➤ Case-studies ➤ Practical experiential learning