



brook
training

Implementing
Business Support
Interventions to
Facilitate Change

Course Overview:

Skills to Lead –
Leadership &
Management
Development





Content:

This is a bespoke training support course with content informed by discussion and competency analysis within the group. Content is aimed at achieving business benefit and impact by addressing a number of key development areas.

Course includes:

- **Developing a Personal Leadership Style**

Techniques and content will include:

- Understanding ourselves first
- Frameworks for understanding personality types

- **Planning an Effective Organisation**

Techniques and content will include:

- Organisational models overview
- Reference to key academic research including: Burke and Litwin
- EFQM Excellence Model
- Analysis including : SWOT, PEST
- Porter's Forces - the model and understanding the key influencers

- **Creating an Organisational Framework for Growth**

Techniques and content will include:

- Motivation and 'hygiene factors'
- Understanding key academic research and its practical application including Maslow, Herzberg and McGregor
- Conducting effective appraisals

- **Leading High-Performance Teams**

Techniques and content will include:

- The nature of leadership,
- Leadership techniques.
- Team types including practical application of academic research including McClelland and Adair
- Delegation

- **Situation Leadership and Development Through Coaching**

Techniques and content will include:

- Personal profile of situational leadership
- The importance of the sectors.
- The coaching process

Further content will also be included and delivered progressively using feedback from the learners, and their developing understanding. This will include specific assignments drawn from, and adding benefit to their organisation and further one- to -one learning content informed by any knowledge gaps or weaknesses in knowledge of any individuals in the cohort.

For more information:

enquiries@brookconsult.co.uk or call: (01226) 240 435

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Format of Delivery

The support will be specifically tailored to the business and/or group needs and contain elements of one to one support to respond to individual's skills gaps.

The training content will be bespoke and specific to this organisation's requirements.

An integral part of the training and skills development will be one of 'experiential learning' by virtue of real, in the business project based activity.

Duration of Delivery

Delivery time and number of participants will be bespoke to employer need with specific dates and phasing by agreement with the company and Brook.

An initial meeting will take place to discuss requirements where duration and selected modules will be decided to form the training programme schedule.

Business Benefits

Delegates will receive an increased skill set allowing them to shape the company future to achieve its growth strategy. This will allow the business to increase their financial performance due to correct leadership and management of internal teams.

Delegates will increase their accountability and help maintain a proactive approach to performance management and change.

The training will increase knowledge, skills and capability of individuals in relation to the core capabilities that their respective roles require to help drive growth and change in the business.

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