

A powerful,
practical and
personalised
leadership
development
programme

Leadership in Action

9.3★



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Developing confident,
strategic and authentic leaders



This was by far the best,
most productive, course I've
ever attended in my career.

Simon Ashmore, Dixons Carphone PLC

Leadership makes a difference



This was the best leadership course
I have attended outside of the military.
It is something everyone who
manages people should do.

Toby Kirkman, Reed Elsevier



11%

of the Western European workforce who feel engaged by their work



70%

of poor workplace engagement can be explained just by the quality of the line manager.



50%

of employees have quit their job because of a bad boss at some point in their career



7%

the cost of annual sales that less-than-optimal leadership practices cost the typical organisation



<30%

of UK employees strongly agree that their performance is managed in a way that motivates them to do outstanding work.



71%

of organisations acknowledge that their leaders are "not ready to lead their organisations into the future"



17.9

million work days lost to stress every year in the UK.

But here's the good news: leadership development



Improves bottom-line financial performance



Attracts and retains talent



Drives strategy execution



Increases success in navigating change



What skills make for a great leader?

Surveys and studies regularly point to the following as the most sought-after leadership competencies:

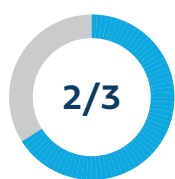
Strategic thinking, Self-awareness, Communication, Empowerment, Trustworthy, Decisive, Delegation

How will Leadership in Action help you?

The uniqueness of the programme is that it is so personalised. Every participant takes what they need from it, whether it's learning to think more strategically, trust their teams or become more assertive. You won't find a more personalised leadership programme anywhere.

In early 2022 we asked all those who had attended the Leadership in Action programme how it has helped them since they returned to work.

Here are the top 10 takeaways they told us about:



- More aware of their strengths and those areas they need to develop
- Gained confidence in their leadership ability
- Gained tools to increase their influence
- More receptive to feedback.



- Provide clearer direction and feedback to their teams
- Think more strategically gained more confidence in decision-making
- Empower their teams and step back from the day-to-day.



- Courage to have more open and difficult conversations with their colleagues
- Trust their teams and delegate more effectively.

100%
said that the
programme had
helped them
develop as leaders.



About Leadership in Action



Discover



The programme begins with a 360 assessment of participants' leadership competencies. From here, participants identify key learning objectives for the programme

Experiment



At the heart of the programme sits the 4 day course which revolves around an experiential learning format in which participants variously lead teams and follow others, experiencing leadership at first hand

Embed



The programme doesn't end there. All participants leave the course with an action plan to implement based on their individual learning outcomes. Four weeks later they receive a follow up coaching session, in person or virtually, to support them in their development

The course in more detail...

The four day residential course revolves around a programme of active learning based upon Kolb's Experiential Learning Cycle. The cohort is split into teams of five to seven each with their own dedicated facilitator for the duration of the course. We provide a safe and supportive environment in which participants are able to stretch themselves and learn.



These projects are punctuated with presentations on leadership development, time for self-reflection and whole group work. All participants receive at least one, one-to-one coaching session during the week.



I can't thank you enough for the changes you've brought out in me and the talents you have made me realise.

Esther Conran,
Worcestershire County Council

What's included?



A 360° leadership assessment



**4 days of practical leadership training
with a facilitator to participant ratio of 1:3**



One-to-one sessions during the week with facilitators



Four nights full-board accommodation



A safe, inspiring and reflective learning environment



Presentations on current thinking in leadership



A post course one-to-one coaching session



ILM accredited course attendance certificate



**Membership of the Leadership
in Action alumni group**



**An experience you will look back on as central
to your development for the rest of your life**



I tried to write something to you not long after attending the course, but it has such a large impact in such a short space of time I just didn't manage to find a way to describe it. Since attending I've gone from strength to strength in my current role and I feel this is because the course gave me a new understanding of how to deal with people, situations and more importantly myself.

My communication with colleagues and even people outside of work changed. How I deal with people in my team is much more constructive and it has improved the morale of the team.

Even now I still can't fully put it all into words, but without a doubt it has been life impacting and I can only encourage people attend.

Richard Easton, IT Infrastructure Manager, ABP

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