

## **The Empowering Leader Programme**

An empowering leadership programme like no other. Providing an opportunity for a in-depth look at yourself as a leader, and a chance to develop those leadership qualities that truly make a difference. This programme is not just about the 'doing' of leadership, but also about the 'being', and the chance to hone those leadership characteristics that empower others.

For leaders at all levels, from aspiring to experienced and from team leader to CEO. This programme is inter-active, engaging and thought-provoking. Consisting of 10 half-day sessions (or 5-full day sessions) and designed specifically to provide the skills, awareness and confidence to create more empowering leaders within your business.

**Duration** – 30hrs (10 x half-day sessions or 5 x full-day sessions)

**Delivery** – Over Zoom (or in-person if logistics allow)

### **Content**

Session 1 - Your Leadership Style  
Session 2 – Why People (don't) Follow  
Session 3 - Creating Connection  
Session 4 – Coaching Leadership  
Session 5 – Values-Based Leadership  
Session 6 – Creating Quality Cultures  
Session 7 – (Not So) Difficult Conversations  
Session 8 – Leading Teams  
Session 9 – Creating Growth Not Change  
Session 10 – Empowerment Leadership

### **The Sessions**

#### **Session 1 - Your Leadership Style**

Some leadership styles work in some circumstances and some don't. Understanding your own leadership style and how to develop greater range in your leadership is vital to your success.

*By the end of this session you will...*

- *Understand what your leadership style is.*
- *Learn the impact of various leadership styles.*
- *Know how to apply Situational Leadership.*

## **Session 2 – Why People (don't) Follow**

Understanding why people do and don't follow is essential for any great leader. Being able to tap into the variety of motivators increases your chances of successful leadership.

*By the end of this session you will...*

- *Understand various motivators and demotivators for following.*
- *Learn how to increase your leadership influence.*
- *Recognise why people might follow you.*

## **Session 3 - Creating Connection**

Connection is often over-looked by many leaders, and yet it sits at the heart of any successful leadership. Learning how to connect better enhances your influence and buy-in.

*By the end of this session you will...*

- *Understand how connection really works.*
- *Learn how to move through the 3R's.*
- *Recognise what gets in the way of quality connection.*

## **Session 4 – Coaching Leadership**

Truly understanding what coaching really is and how to use it as a leader, provides the greatest of resources to create real and lasting empowerment for those around you.

*By the end of this session you will...*

- *Understand what coaching really is and isn't.*
- *Learn how to implement a coaching approach.*
- *Know when coaching is and isn't appropriate.*

## **Session 5 – Values-based Leadership**

Values are incredibly motivating but often unseen. Recognising your own values and those of your team enables you to flex your leadership to align with those values.

*By the end of this session you will...*

- *Understand the importance of values.*
- *Be able to recognise a number of your own values.*
- *Know how to see values in those you lead.*

## **Session 6 – Creating Quality Cultures**

Culture is probably the most influential force in the world, so being able to create cultures that are empowering is vital to the health of any team or business.

*By the end of this session you will...*

- *Understand the power that culture holds.*
- *Learn how to shape and influence culture.*
- *Know how to create a culture of ownership.*

### **Session 7 – (Not So) Difficult Conversations**

Having difficult conversations is part of the life of a leader but many leaders still struggle to do them well. Learning how to have these conversations more effectively can make all the difference.

*By the end of this session you will...*

- *Understand what really makes difficult conversations so difficult.*
- *Learn what has shaped your approach to conflict.*
- *Know how to approach difficult conversations more effectively.*

### **Session 8 – Leading Teams**

Teams can be amazing but also very complicated to lead. Greater understanding of how to lead and manage groups will enable you to create more successful teams.

*By the end of this session you will...*

- *Understand what makes teams work..*
- *Recognise the dysfunctions of teams.*
- *Know how to foster teamwork & performance.*

### **Session 9 – Creating Growth not Change**

Navigating transitions can be a tricky business, particularly for the leader. Increasing your awareness of growth and change, and how to lead through them increases your chance of success.

*By the end of this session you will...*

- *Understand the difference between change and growth.*
- *Learn what hinders people from truly growing.*
- *Know how to best communicate through times of transition.*

### **Session 10 – Empowerment Leadership**

Truly empowering people is not a straight-forward process. There are many contributing factors to empowerment and understanding these is vital to great leadership.

*By the end of this session you will...*

- *Understand what empowerment really looks like.*
- *How to offer the ingredients for empowerment.*
- *Know the person-centred approach to empowerment.*

