
Management Development Programme

Staying out in front today takes more than just being a good manager. It requires the skills of a real leader. This action-learning programme is designed for Business Owners, Directors and Senior Managers who are looking to maximise their leadership abilities, management process skills and coach their teams to higher levels of performance.

This programme explores the fundamentals of inspirational leadership, strategies for decision-making, the tools and techniques for communicating persuasively, how to build an innovative team culture, set performance expectations empower and enable your team, build more commitment and trust in the workplace.

Key Objectives:

- **Inspirational Leadership.** Recognise the qualities of inspirational leadership. Build a motivational environment that encourages commitment and high performance teamwork.
- **Encouraging Creativity & Innovation.** Use processes that drive creativity and innovation. Implement proven methods of improving performance and productivity.
- **Decision Making Techniques.** Develop your decision-making confidence, encourage others to take initiative for solving problems.
- **Time Management and Prioritisation.** Stay productive with multiple demands on my time. Remain focussed under pressure to hit targets and deadlines
- **Communication.** Encourage greater communication at an organisational and individual level. Listen to understand.
- **Business and Project Planning.** Master the eight-step planning process. Transform your vision and goals into specific plans of action.
- **Setting Performance Expectations.** Know how to define performance standards for your team. Emphasise responsibility and accountability for results.
- **Delegation and Empowerment.** Learn how to delegate effectively. Develop positive control systems encourage positive feedback and keep plans on track.
- **Performance Coaching & Review.** Understand the role of positive coaching. Encourage higher levels of productivity and performance. Deliver performance reviews that encourage and motivate.
- **Leadership Styles.** Recognise my personal leadership style and tendencies. Become more effective at achieving results through the engaging the willing co-operation of my team.

Programme Duration: One 3.5 hour meeting each week for 7 weeks.

Participants and their line manager are personally interviewed prior to the programme in order that specific and measurable behaviour and skill development objectives are documented. Feedback and ongoing evaluation is maintained throughout the project against the agreed development objectives.

Post programme coaching and support is available.

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Programme Outline

- Today's new business and leadership reality
- Innovation and creativity
- Business and project planning techniques
- Structuring for results and performance management
- Effective time management and profitable action
- Delegation and empowerment process
- Coaching for improved performance
- Creating a motivational work environment
- Understanding the impact of different leadership styles
- Problem Analysis and decision making techniques
- Communication and interpersonal skills
- Recognising the qualities of inspirational leadership

