

International Development Programmes

STRATEGIC LEADERSHIP

A 3 day intensive development programme that highlights and progresses international best practice.

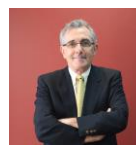
PROGRAMME OVERVIEW

A focused examination of both Leadership and Management (they are different) that provides participants with the necessary range of responses needed by both successful leaders and managers today. With so much written about both Leadership and Management in recent years this practical focus on what is known and has been proved successful takes best theory and practice and combines them into an outcome and delivery based event that is valuable to all who attend.

PROGRAMME OBJECTIVES/OUTCOMES:

At the end of the programme, participants will have raised their capability and confidence to deliver results from both a Leadership and Management role but particularly the former. Specifically:

1. To define the difference between Leadership and Management roles.
2. To determine and develop the differing capabilities needed to perform Leadership and Management roles successfully.
3. To be able to create and deliver strategic intent for any organisation.



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4. To identify and implement key management processes that deliver performance results required from the strategy.
5. To be able to align and engage a workforce to deliver strategic intent.

Overall - to be a more skilled and confident leader and manager than prior to attending the event.

DAY ONE – SESSIONS:

Essentially a day determining the difference between leadership and management, identify the key capabilities needed by successful leaders and a focus and understanding of leadership being influenced by the “led”.

1 – Leadership v Management

Clarifying the difference.

2 – Leadership Capabilities and how they can be used

Key capabilities known to be required for success in the Leadership role.

3 – Changing Leadership definitions and implications

How our definition of Leadership has changed and, more importantly, why?



4 – The demands of the Led and responses

Emerging and continuing demands from the workforce and the impact on leadership style.

DAY TWO – SESSIONS:

An emphasis on the leader's role in creating strategic intent and how to achieve this, together with then connecting intent to execution and delivery.

1 – Creating strategic intent – a look forward.

Performance management as the deliverer of strategic intentions.

2 – Strategy – best practice and tools.

Tried and tested approaches that work.

3 – Strategy implementation – execution is key.

Turning intention into reality

4 – VMV, Strategy, AOP and KPIs – the connections

The connections – strategy to measurable deliverables and commitment.



DAY THREE – SESSIONS:

Making it all work. Connecting to day to day best practice in performance, rewards, talent and engagement management.

1 – Impactive management – Performance/Rewards Management

Strategy needs delivering, people need rewarding.

2 – Strategy implementation via talent – best practice and tools.

The lifeblood of continuing success – “best talent”

3 – Strategy implementation via engagement – execution is key.

Knowing where you stand on gaining “willing commitment” and how to improve going forward.

4 – VMV, Strategy, AOP and KPIs – the connections

Key action points and takeaways for both the organisation and the individual.

