

Azure's Practical Leader Programme Outline

Induction session (½ day)

- To tell you some more about the programme and what it entails
- To determine what you require of us and what we require of you to ensure this programme is successful for everyone and for you all to gain the qualification.
- To get to know one another a little better
- 360° feedback process launch

Individual 360° feedback session (2 hours)

- Understand the principles of 360° feedback
- Work through your individual 360° feedback report with an Azure facilitator
- Set personal objectives for the programme and create a Personal Development Plan

Module 1 - The Role of the Practical Leader (full day)

- Understand the differences between Leadership and Management
- Define the qualities of an effective leader
- Be aware of the importance of followers
- Understand your role in translating the Vision and Values and setting goals
- Learn about leadership styles
- Translate leadership style theory into practice
- Reflect on your leadership style repertoire and how to enhance it

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azure
IMPROVING LEADERSHIP PERFORMANCE
.....THROUGH INSPIRATION

Module 2 – Optimising your Performance (full day)

- An introduction to Emotional Intelligence
- Developing your self-awareness and self-management
- Adopting an assertive style
- Setting and achieving personal goals and targets
- Time management, planning and prioritising – practical techniques
- How to delegate successfully
- Understand how to manage your energy and personal resilience
- Communicating appropriately and considering your audience
- Knowing how to work with different influencing styles

Module 3 - Coaching as a Leadership Style (two full days)

- Identifying situations where coaching is appropriate
- Coaching versus other 1:1 interventions – what's the difference?
- Understanding how coaching fits alongside other leadership styles
- Using the GROW model to structure conversations
- How to set challenging coaching goals
- How to ask powerful questions
- Developing rapport and trust with coachees
- Providing feedback in a coaching context
- Understanding and utilising non-verbal behaviour
- Practice sessions to develop skills with personal feedback

Module 4 – Unlocking Performance (two full days)

- Learn what makes an effective team
- Understand stages of team development
- Identify where your team is at present
- Reflect on how to lead your team effectively through change
- Explore ways of motivating/engaging your team through change
- Be able to define performance
- Reflect on current performance of your team
- Learn how to analyse the performance gap
- Prepare for and practise difficult conversations
- Consider different interventions to help improve performance
- Learn good practice for effective appraisals
- Understand how to link individual goals to organisational goals

2 x 1:1 coaching sessions – to run concurrently alongside the programme (2 hours each)

- 1:1 coaching sessions with an Azure executive coach, to support learning and address individual needs

Group session (half day)

- Group tutorial for those undertaking the ILM qualification
- Open advice and support session for all
- Practise coaching with each other

Final presentation session – Wednesday 17th October 2018 (half day)

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Assessment Requirements

The scope of this programme meets the requirements of the ILM Level 5 Certificate in Leadership and Management. 3 units have been selected as a basis:

- Becoming an Effective Leader
- Managing for Efficiency and Effectiveness
- Managing Individual Development

Assessment is mandatory for each unit. To address individually different preferred learning styles, there will be 4 different types of assessment:

- Personal Development Plan
- Reflective Diaries
- Work-Based Assignment x 2
- Final Presentation

Fee:

£1,995 + VAT for the programme alone. For an additional £255 + VAT you can undertake the full ILM Level 5 Certificate in Leadership and Management.