



Course Outline for Developing Leaders Series 'Coach Carter'



What are the overall learning goals?

1. To immerse you in a tailored and highly participative personal development programme comprising of six modules.
2. To enable you to emerge as a more confident and effective leader through greater self-awareness and a strengthened skill-set.
3. To help you through one to one and group feedback to be the very best version of you as a Leader.

What will be covered?

We tailor our content to suit your business culture.

- Feedback, how to give and received feedback.
- Using the situational leadership model.
- Creating your vision for your team and getting buy-in.
- Understanding you and others much better using the Myers-Briggs Type indicator (MBTI).
- What makes great leaders and what doesn't.
- Dealing with tough conversations.
- Understanding your influence and how to improve it.
- Improving your delegation skills.
- Identifying what motivates people and how you can capitalise on that knowledge.
- Creating very clear messages that you want your team to hear.

What are the learning objectives?

By the end of this training course you will be able to:

- Understand yourself, and those you work with, more fully using the Myers-Briggs Type Indicator (MBTI).
- Identify what makes effective leadership and understand your own style based on the MBTI data.
- Develop the skills of giving and receiving feedback.
- Receive 360 degree feedback on your Leadership Style using the, 'Leadership Challenge Survey'.
- Develop a set of commitments to action as a result of your 360 degree feedback.
- Set clear and meaningful performance expectations.
- Conduct a challenging performance conversation.
- Deliver your leadership vision and receive feedback on your personal impact.
- Learn the impact of your own body language, tone and words and the impression they might create.
- Demonstrate the skills and process of an effective coaching conversation.
- Recognise sources of motivation and how we might increase motivation within others.
- Identify a current delegation opportunity and receive coaching on your approach to turn it into action.

What are the long term benefits?

- More confident, as a leader, knowing what great leaders do and do not do.
- A team that understands and buys-into your vision.
- A greater skill in handling tough performance conversations and being on clear on what is expected.

How MBM makes this 'stick'?

Hopefully the term 'Sticky Learning' has intrigued you, whilst you probably guessed a sense of what it is about. In short Sticky Learning is our own unique blueprint that we have developed to help delegates **Realise** more of what they have learnt, are able to **Recall** more of what they have learnt and **Retain** more of what they have learnt. This is good for our clients because it means that they spend money with us that is better invested than other training providers because the learning is used for longer.

Who is it for?

This programme is for experienced managers seeking to further strengthen their skills and confidence in leading their teams.

What is the course/programme duration?

The programme comprises a series of six modules over a six to nine month time-frame.

How many delegates per course?

Up to 12.

How do we measure your return on investment?

There are many evaluation methods for training, each trying to find the holy grail of return on investment. We use Donald Kirkpatrick's four level training evaluation model because it has stood the test of time, since 1953. This is how we suggest we evaluate our Developing Leaders training programme for you:

Level 1

On each of the days of the course you are asked for your feedback. This is commonly known as a 'smile sheet'.

Level 2

At the end of key days you are set a test of 10 questions to understand how much of the learning you have absorbed. This is carried out as a 'quiz', but has a serious element around understanding your immediate retention and also because quizzes help make sure that the learning sticks.

Post the Foundation day you are emailed a questionnaire asking you to:

- Rate how well the Foundation day achieved the learning objectives and why.
- Rate how likely you are to now achieve your individual learning objective and why.
- Rate how much your knowledge has increased and why.

Level 3

At 3 months after the Foundation training course you are emailed a questionnaire asking you to:

- Rate how much you have achieved your individual learning objective and why.
- Rate how much have you improved your effectiveness as a leader and why.

Level 4

At 6-9 months, in the advanced training day course, you are asked to identify one example of a change in your leadership behaviour that has led to a bottom line impact.

How do I book?

Contact one of our Leadership Experts on 0870 4424 504 or visit www.makingbusinessmatter.co.uk or email helpme@makingbusinessmatter.co.uk

