

The Leadership Exchange Programme

2½-day Split Leadership Programme
4+ Culture Exchange and Host Events
Delivered over 4+ months

‘Exploring Leadership Cultures and Practices in a World of Change’

Scenario

In a global environment of accelerating change and uncertainty, where competitive advantage and increased commercial acumen will be critical, the demand for more effective leadership for UK success has visibly increased.

Strengthening a sustainable leadership pipeline to meet the challenges facing our world today ensures we position ourselves for the best chance of success.

Broadening senior manager experience with a network of managers from different business sectors and cultures will enable them to be ready for future promotion with more confidence, awareness and clarity; sharing the latest thinking, models and techniques required by today’s successful leaders.

Audience and Benefits

This leadership programme is designed for experienced middle and senior wishing to develop their leadership skills, explore best practice with networking opportunities, be more pro-active in their current role and equip them with broader leadership skills they will need as promotion opportunities arise.

This practical programme also considers how differing businesses create and implement their own ‘unique’ culture and offers senior management ‘cross sector’ exchange days for participants to feel and observe ‘first hand’ how other organisations actually work.

Additionally, each organisation will be consulted on their particular direction for specific manager outcomes to offer a very **‘practical, focused and results-driven programme’**.

Objectives

By the end of this three-month programme you will better:

- describe your leadership vision in practical detail
- specify the leadership characteristics relevant to that vision
- identify those characteristics you need to develop further
- select the motivational ideas with the most potential to motivate and engage your people
- identify pivotal moments when your leadership credibility is on the line
- determine how to capitalise on opportunities with which to boost your leadership credibility
- produce a realistic, detailed implementation plan

Participants will be given the opportunity to network and set up a series of Leadership Exchange visits at each other’s work place.

- Explore and examine the behaviours and cultures of other businesses
- Understand where your business excels and areas for consideration through a series of people and business needs topics

Content – Content Delivery and Leadership Exchange Events

- The importance of leadership today and how the changing nature of work has changed our understanding of what constitutes effective leadership
- What practical ideas we can learn from the major leadership theories
- The effect of comfort zones on our ability to lead
- How management and leadership differ and how they overlap
- How to specify your leadership vision in detail and gain buy-in to it
- Key leadership characteristics; identifying those relevant to your vision; self assessment; identifying those you need to add to your personal development plan
- Creating and setting culture
- Motivation and engagement; understanding the significance of engagement and your role in it; understanding different levels of motivation; identifying the level of motivation your people need to achieve your vision; understanding what motivates and what demotivates people at work and which motivators/demotivators are most relevant to your team
- Practical motivational ideas – selecting those ideas that will enhance your people’s motivation and engagement
- Understanding the powerful effect of learning and personal development on motivation, engagement and performance
- Identifying the pivotal moments of truth when your leadership credibility is tested and how to handle them
- **Implementation planning - developing your practical leadership action plan**
- **Networking project to observe and reflect on other cultures**
- The second day includes discussion on findings of Leadership Exchange and Host Events 1-2 and the ½-day leadership review session explores the findings of Exchange and Host Events 3-4 (or more as preferred) with the **Leadership Exchange Observation Log** and **Leader Action Plans**

Features

This senior leadership exchange programme, whilst facilitator led, is highly interactive and encourages participants to explore their own and other manager experiences and ideas.

Using discussion, exercises and case studies the programme includes two or more cross sector exchange visits to feel and observe ‘first hand’ how other organisations and sectors actually work – and report back on these differing cultures.

The follow up half-day discusses findings from further exchange events and sets future Leader Action Plans.

WhatsApp Groups DISC Profiling Tailored Leadership Exchange Observation Log Action Planning

Background to this Programme

Square Mile Leadership has been commissioned for this Leadership Exchange Programme initiative to expand the understanding and experience of talented senior management teams for potential future director roles. These managers will be required for fast tracking or where an investment in them would benefit them and their organisation.

We seek a selection of diverse businesses to establish exciting and tailored programmes with no more than four senior managers from each company on any one programme.

Services included

- Pre-programme itinerary and **DiSC Profiling** and '1-1' telephone DiSC feedback discussion
- Programme material and Leader Action Plan
- Consultancy to tailor the '**Leadership Exchange Observation Log**'; a discussion with a director (or equivalent) to identify specific learning outcomes for attending senior managers
- Training, Coaching and Facilitation by Senior SML Partner
- Email and telephone Coaching support
- All administration for Cross Sector Exchange and Host events
- WhatsApp groups for networking

ILM Level 7
Award Option
Available

On completion of the programme we recommend a feedback discussion/presentation from participants to their senior team/manager.

Location & Courtesies

Central London Training Centre (at a client site)
Lunch and refreshments

Contact

Nick Horan, Project Director, for further details and to tailor your specific cohort needs;
nick@squaremileleadership.co.uk 0207 436 3636

Potential Discussion Topics

- Driving Employee Engagement and Performance
- Developing a total reward and recognition strategy
- Developing the best possible Employee Value Proposition
- Leadership and high performing teams
- Wellbeing, mental health, productivity and engagement
- Opportunities and challenges the workforce e.g. millennials
- Addressing the challenges of a mobile workforce
- Talent management and how technology can help
- Harnessing social media for talent acquisition and employee engagement
- Leaders as successful Change Agents
- Collaboration - breaking down silos
- Simplification - what could we do less of?

