

Accelerated Learning in a Virtual Environment (ALIVE©)

LeaderShape has pioneered an innovative, flexible approach to leadership programmes - combining both remote and face-to-face activities in a bespoke package, to suit client needs. LeaderShape's online electronic learning system, ALIVE©, take Senior Executives through an interactive process, developing deep insights from both workplace based learning and a broad range of stimuli, to provide the element of cutting-edge theory. This concentrated offer is particularly effective with geographically dispersed teams, allowing flexible development of leaders and optimising the time they need to spend away from the workplace. It can be used in addition to face-to-face workshops, reflective learning, coaching and action learning sets.






The LeaderShape ALIVE© Prep and ALIVE© Masterclasses and Calls focus on Emotional Intelligence and Transpersonal Leadership (beyond the ego) through embedded learning.

What is ALIVE©?

(with acknowledgements to Neuroleadership Group's HIVE process)

ALIVE© is a remote learning methodology that LeaderShape has adopted for remote delivery of elements of our programmes. It is, simply, a well-managed teleconferencing process that creates a single focus for the participants so they are able to be really present on the call.

It relies upon strong: -

-  Structure
-  Facilitation
-  Adherence to ground rules
-  Self discipline from participants
-  Commitment to engagement




ALIVE© Prep

The E- Learning format of the ALIVE© prep is carried out via a web portal, available on both mobile devices and computer, which is interactive and encourages clients to work in 'bite sized chunks' at their own pace, addressing a leadership topic.




For further information on our services contact us on **0870 990 5576** or visit our website at www.leadershape.biz

LeaderShape Ltd 2014 Remote delivery FINAL.docAlive© Master classes and Remote Delivery


The latest ALIVE® sessions with Senior Executives, from a major Financial Services organisation recorded this feedback:

-  "I enjoyed the flexibility to work at my own pace and time."
-  "The online workbook made you think about what you had just learnt. It was good to embed learning into the tasks, without too much pressure."
-  "The workbook has reinforced what I knew about leadership."

Leaders reported that they used the process to:

-  "Consider roles when trying to inspire colleagues with a view to lead as well as manage. "
-  "Reflect on how I am working and think about what others are communicating with me non verbally. "
-  "Recognise emotions."

A summative comment was:

-  "I want to put these key learnings into practice, developing my skills and using them when I have meetings with staff."

Blended learning, using a range of techniques and processes, is proven to have strong foundations in the latest principles of neuroscience. It is devised in brief, brain-friendly sections, contextually related to the client's work situation, for long-term, sustainable outcomes.

The content of ALIVE© Prep appeals to a wide range of learning preferences, for example using video, links to relevant articles and excerpts from texts and, importantly, responses to reflective questions in short passages, that are experientially related. Key executives and managers can organise study to fit in seamlessly with their personal and work-related commitments.

📌 In a survey, 100% of participants in the ALIVE© Prep process found the material "Excellent" or "Very Good." Typical feedback included: "I particularly enjoyed being able to dip in and out of the workbook in my own time."

ALIVE© Masterclass and Calls

An ALIVE© MasterClass (Accelerated Learning in a Virtual Environment) is remotely delivered using tele-conference technology and usually lasts about 2 hours. It is a complete or partial alternative to face-to-face MasterClasses and delivers the same quality of learning to people who, often for reasons of pressure of work, logistics or geography, cannot easily come together in a single location. ALIVE© Masterclasses are particularly cost and time effective – avoiding the need to take Senior Executives out of the workplace. This benefit means that they can therefore be undertaken at the optimal frequency for embedded learning. MasterClasses are usually undertaken around a month apart, drawing together threads of the cohort members' combined learning in a focused event, gaining premium value from the ALIVE© Prep and any workplace practice. They are highly interactive group experiences. They draw on the social and emotional environment, reinforcing embedded learning.

ALIVE© Masterclasses are most effective with groups of 6-9 people, where direct participation and contributions to the discussion are invited. Hearing the voices of other participants is a valuable aid to mutual understanding and relationship building. An important skill of the ALIVE© facilitator is to draw out insights, deepening and extending these in the moment and creating cohesion in the group, so it becomes a learning environment.

ALIVE© Calls are typically 1 hour telephone sessions which follow up the MasterClass. They are led by the programme facilitator and designed to enable reflection related to the programme segment. They act as an accelerator and broaden understanding further. They aid the delivery of new responses and approaches until the Executive reaches a high level of familiarity.

Key benefits of remote learning and ALIVE calls

- 📌 Absolute flexibility to suit client needs
- 📌 Rapid learning process
- 📌 Highly focused
- 📌 Deeply embedded learning which is sustainable
- 📌 Powerful process with a range of applications

Further Value-Add

The ALIVE© process can also be powerfully used for remote Action Learning sets or Executive Peer Groups. It encourages an emotional, personal connection with the chosen 'learning journey' that supports engagement, excellence and confidence in the learner.

LeaderShape Coach/Mentors all have direct experience at senior levels, most as MDs and CEOs and are able to support remote and direct learning techniques. Their real, objective understanding of your issues quickly benefits your business.

For further information on our services contact us on **0870 990 5576** or visit our website at www.leadershape.biz

LeaderShape Ltd 2014 Remote delivery FINAL.docAlive© Master classes and Remote Delivery