



## Leadership Programmes

Good leaders create sustainable high performance by establishing the right culture and climate in an organisation. As successful business leaders ourselves, we shape the best leaders for the 21<sup>st</sup> Century.

**The practical “How To” of leadership is our focus. Using group facilitation, action learning and coaching techniques, underpinned by Emotional Intelligence, we enable leaders to enhance and develop key skills and behaviours and significantly improve leadership capability.**

Good leadership begins with self-awareness and takes into account the operating context. We shape our programmes to meet the needs of the participants from a broad range of proven and fully customisable Master Classes. Some of the most popular for baseline development include:

- ✔ The changing demands for 21<sup>st</sup> century leaders
- ✔ Creating Self-awareness
- ✔ The role of Emotional Intelligence
- ✔ Leadership styles and when to use them
- ✔ Inspirational Leadership
- ✔ Shaping Culture for enhanced performance
- ✔ EI based 360° Assessment using LEIPA

These provide a platform for determining and implementing ongoing development.

Maximum impact is achieved by beginning the programme as high up the organisation as possible, preferably at Board level. Good leadership practice can then be cascaded to all levels in the organisation.

*“The LeaderShape programme has given us not only a greater understanding of theoretical concepts behind effective leadership but most importantly has focused on putting these concepts into practice and implementing them in different situations we are facing. By approaching learning in this way we have not only learnt from our facilitator but also from the experience of others”.*

- Director, Business Development & Marketing

### Organisations that have been through LeaderShape Programmes have reported:

- ✔ Improved individual and organisational performance
- ✔ Better retention of talent
- ✔ Higher levels of engagement with Vision and Mission.
- ✔ Closer alignment with core values
- ✔ Effectively channelled motivation and commitment

### And on to higher levels...

For leaders with a good basic understanding of Self-awareness and Emotional Intelligence, we offer advanced programmes that develop higher levels of excellence and provide for continued personal development.

- ✔ Emotionally Intelligent Leadership
- ✔ Authentic & Spiritual Leadership
- ✔ Developing Vision & Mission
- ✔ Experiential development