



## The Highly Effective Leadership Program – HELP

- Are you new to leading a team and worried about what you can / can't do or say as you don't want to fall foul of employment law?
- Do you find that you keep hiring the wrong people with the wrong attitude who just don't "fit" with your culture and values?
- Don't have a Board of Directors to help with the expertise you need to grow your business?
- Feel like you might as well just do the work yourself – it's easier than having to explain it over and over?
- Are you an experienced manager but don't know what you should be doing to lead your team and keep them motivated, engaged and productive?
- Have you got performance issues within your management team and just don't know how to tackle them?

If one or more of the above statements apply to you, then our Highly Effective Leadership Program could be what you need! Whether you're an experienced leader, who's looking to update your leadership skills or a new leader who wants to know everything there is to know about leading and motivating a team, then we've got you covered. You'll become part of a small but select group of business owners/leaders who want to gain the knowledge and confidence to lead their teams to achieve great results. You'll get to understand some theory and best practice leadership as well as practice your newly acquired skills in a safe environment with a peer group that will encourage and support you as you develop and improve your leadership skills and techniques throughout the program. We keep our group sizes small so that there is plenty of interaction and opportunities to discuss and debate issues and learn from each other as well as from our talented trainers and facilitators. The course will be held in London/Birmingham/Oxfordshire/South Warwickshire area depending on delegate preferred locations but will have good transport/road links and parking.

Investment Levels	Cost
To attend all four workshops and become a Highly Effective Leader which includes the completion of the Thomas International Emotional Intelligence Questionnaire and feedback session – worth £500	<p>£2995 plus VAT which is invoiced in January 2021 and to be paid within 10 days of receipt of invoice</p> <p>Or £850 invoiced monthly for 4 months. Invoices to be paid within 10 days of receipt of invoice</p>

2021	Topic	What will you learn and be able to do?
4 <sup>th</sup> March	<p><b>Building a World Class Resilient Board</b></p> <p>With Jo Haigh – Successful Business owner, professional speaker with Vistage, Director level trainer and facilitator, NED and experienced corporate financier</p>	<ul style="list-style-type: none"> <li>• The role of the director from a governance and a legal perspective</li> <li>• How to analyse the board, it's composition and talent and the basis of starting to build a future proof model</li> <li>• The role of each board member in times of crisis. Have they got the skills to navigate the new world? If they don't, what steps need to be implemented to address this.</li> <li>• Why the best performing boards understand the crucial difference between what happens in a board meeting vs an SLT meeting.</li> <li>• Developing board agendas and board papers for the new world we now inhabit</li> <li>• Holding the board to account.</li> <li>• Understanding and managing risk</li> <li>• Contracting as a Director as opposed to an employee</li> <li>• Powers reserved for the board and delegated schemes of authority</li> <li>• How to stay out of the courtroom in an increasingly litigious society</li> </ul>
29 <sup>th</sup> April	<p><b>Your Why, Values and Culture and its impact on your business</b></p> <p>Emma Browning and Tina Jennings Cultural Change Expert</p> <p>Special Guest – Becky Murphy – MD at Baelquest</p>	<ul style="list-style-type: none"> <li>• Understand what we mean by your why</li> <li>• Help you to create your Why for your business</li> <li>• Understand the impact culture and values can have on business performance</li> <li>• Learn how to create and develop the right culture and values for your business</li> <li>• Recognise and address poor performance or behaviours in your business</li> <li>• How to exit managers/senior leaders fairly in your business</li> </ul>
20 <sup>th</sup> May	<p><b>Coaching Skills for Leaders</b></p> <p>Emma Browning and Rebecca Mander</p> <p>Special guest – Paul Hawkins – Plinkfizz a great coach and business owner!</p>	<ul style="list-style-type: none"> <li>• Learn the fundamentals of coaching</li> <li>• Understand the benefits of coaching your leadership team</li> <li>• Look at how coaching as a management style can be introduced and benefit your business</li> <li>• Learn how to apply and use the GROW coaching model</li> <li>• Practice your coaching techniques</li> </ul>
17 <sup>th</sup> June	<p><b>Emotional Intelligence and Compassionate Leadership and its value in today's business world</b></p> <p>Emma Browning and Rebecca Mander with special guest Tracey Northampton owner of the Falcon Hotel – Castle Ashby a heart led business</p>	<ul style="list-style-type: none"> <li>• Complete your Emotional Intelligence Assessment - 1 hour coaching call</li> <li>• Learn what we mean by emotional intelligence and how it will help you as a leader</li> <li>• Discover what is compassionate leadership and why is it important?</li> <li>• Learn a way to make your teams feel V.A.L.U.E.D.</li> <li>• Look at compassionate ways to negotiate and have difficult conversations.</li> <li>• Recognise that compassion is needed for you too!</li> <li>• What to do when you run out of answers and time!</li> </ul>

## About our Facilitators



**Emma Browning** | MD of Meraki HR

- Chartered Fellow of the CIPD
- Postgraduate degree in HR and Masters in MOIC
- 14 years Sales and Operations experience
- 20 years in HR working for businesses large and small including some well-known brands like Porsche Cars and Harley-Davidson
- Winner of 2019 Woman Who Achieves Award
- Finalist in 2 categories of the “50 to Watch 2019” Awards



**Jo Haigh** | CEO of FDS

- Winner of The Sunday Times NED of the Year award in association with Peel Hunt
- Non-Executive Director and Chair for a number of prestigious companies.
- Winner of Acquisition International M&A Awards - Most Innovative UK Deal Negotiator 2016 and The AI One to Watch in Corporate Finance
- Winner of Non-Exec Director of the Year IoD Yorkshire & North East Awards
- Winner of the CBI First Women in Business Services Award



**Tina Jennings** | Culture Transformation Expert

- Chartered Fellow of the CIPD
- Proven track record in creating and implementing seamless change and cultural transformation
- Career has spanned sales, service, HR, Training and Coaching
- Over 25 years worked with leaders in multiple countries, functions, and industries, in hyper growth and downsizing moments, to understand and diagnose required change and business ambition



**Rebecca Mander** | Performance Coach

- 15 years Board level experience and a skillful executive coach
- A qualified and AC accredited coach
- Helps clients improve performance and achieve their personal and professional goals
- Supports business leaders during personal setbacks
- A Fellow of the ILM; Cert. Person Centred Counselling, Warwick Uni; Cert. CBT, BPS accredited; Member of Association for Coaching (MAC)