



**4D Group**

## **LEADING – INSPIRING, UNLOCKING AND EMPOWERING PEOPLE**

### **Who Would Benefit**

Senior delegates with some experience of managing, who want to explore their leadership skills, qualities and attitudes, and to enhance their repertoire of styles and techniques. (Some pre-programme reading is recommended, and an optional element of this programme is the application of a 360-degree feedback instrument, tailored to the delegate or the organisation.)

### **Objective**

By the end of the programme, you will be able to specify how you could apply three new approaches to leading people, to achieve substantial, measurable benefits.

### **Content**

- The differences between management and leadership
- Modern thinking and research about leadership and motivation
- Developing a 'trust account' with each of your people
- Transactional and transformational leadership – your views and some case studies
- Deciding what you think good leadership is
- Analysing your personal style – using behavioural questionnaires, psychometric instruments or 360-degree feedback received
- Learning from leading exercises, and from receiving feedback from fellow delegates
- Determining and committing to ways to inspire people, to unlock their potential, and to empower them, to make things happen
- Practising inspirational coaching
- Preparing to balance attention to both people and processes when acting as a change agent
- Planning to create a culture of clear communication, trustful delegation, empowerment, and commitment to challenging goals

### **Duration**

One day intensive programme that can be extended and deepened