

**Excellence starts at the top!**

Modern organisations are required to respond and adapt to the changing reality of today’s market forces and legislative developments – no more clearly evidenced than through the recent economic downturn. This provides senior management with significant challenges and yet, if an organisation ‘gets it right’ at the top, then good practice and motivation cascade throughout the business.

This innovative and comprehensive programme is designed to provide senior executives with the time and space to refresh their management skills and explore the way modern leadership is evolving as an essential element of personal and organisational growth. Senior managers will gain an insight into their individual styles and how they impact on team performance, and will also gain knowledge of practical techniques for motivating teams and individuals.

**Your Workshop Leader: Roy Breustedt**

**DELIVERY METHOD**

The innovative element of the programme is provided through a combination of **regular group workshops** combined with **individual one-to-one coaching sessions**.

The workshops involve a mix of direct trainer input, activities, sharing of best practice and discussion of live issues. Individual coaching is confidential and will be unique to the individual.

Topics can include, for example, work life balance, career development, live management issues, implementing the learning from the workshops and forward planning. The combination of workshop and coaching ensures each executive gains maximum benefit from the programme. In addition, ‘distance coaching’ by telephone and email is provided at no extra cost.

**TIME REQUIREMENT**

Six, three-hour workshops plus an individual 60-minute coaching session, every month for six months. For six managers, each block would be delivered over 1.5 days. The workshop can be delivered in the morning or afternoon, followed by the coaching sessions.

*“Coaching is an opportunity to contribute to another person’s development. It is a two-way partnership where you both share knowledge and experience in order to maximise the coachee’s potential and help achieve goals.” Harvard Business School*

**Possible Workshop Content**

- Initial analysis and groundwork
- Self evaluation
- Managing time & priorities
- Management pressure and stress
- Self management in meetings and presentations
- Leadership and managing teams
- Advanced communication skills
- Emotional intelligence in the workplace
- Negotiating for success
- Delegating for success
- Appraising performance – and bringing the appraisal system to life!
- Performance Management
- Managing conflict
- Problem-solving and decision-making
- Coaching, Mentoring and Modelling
- Change management in the current context

**Please Note:** as part of our service, Roy provides a complimentary preparatory session to discuss the programme in detail and agree final content.

