



LEADERSHIP FOOTPRINT LTD

BUSINESS PSYCHOLOGY & LEADERSHIP DEVELOPMENT

Create your
future

Leave your
footprint



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www.leadershipfootprint.co.uk

Create your future... Leave your footprint

Leading yourself, the team and the organisation.

I believe that leadership is about taking care of the people in your care.

And that might mean you - taking responsibility for yourself, your development, your purpose, your career, even your wellbeing. Leaders are held to account, they accelerate the human element in business. They possess a sense of humility and inspire their people to work together; to collaborate and innovate, promoting inclusion, curiosity, growth and performance.

I've been developing leaders for over twenty years, both in Consultancy and as a Head of Leadership Development in a FTSE 100 business. I am a Certified Principal Business Psychologist with the Association of Business Psychology, and I approach development in a practical, evidenced based ethical manner. As a leader myself I've been on my own personal journey of self exploration. In creating leaders, we can create the best version of ourselves. I look to help foster effective leadership all around, through development, coaching, and even in how we influence others.

Learning is an investment, not a cost, and as part of self development we need to give up what we are - for what we can become, and that takes courage.

Leaders lead with a sense of wise compassion, with clear purpose and the skills, abilities beliefs and values to bring their people with them. Ultimately, they leave a footprint, and it's the choice of that leader to determine what that footprint is.

Come and us in the journey

Richard Moss. Leadership Footprint.

► Results, outcome and benefits

What you can expect from working with Leadership Footprint

Guaranteed

- Personal growth and development
- Better application of leadership and influencing skills
- Clearer objectives and goal-setting
- Greater sense of self awareness

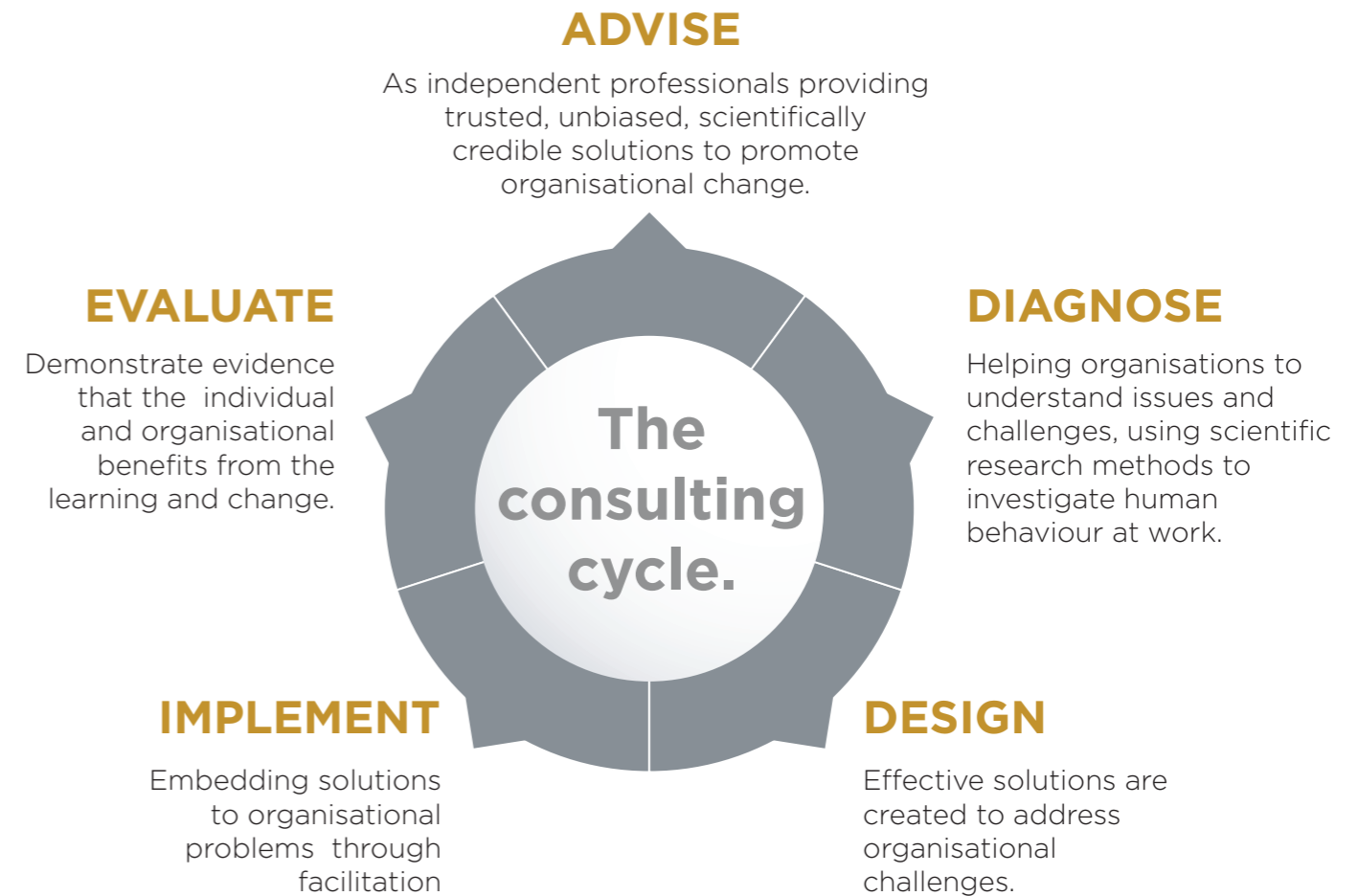
Probable

- Improved performance
- Greater engagement and motivation
- More effective leadership and influencing skills
- Clearer sense of purpose, values and mission

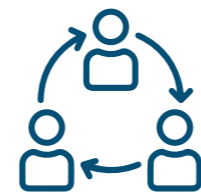
Possible

- Transformational change
- Dramatic increase in business performance
- Improved operational processes
- Deep understanding of self and others

Helping organisations through challenge to effective change



► Tools for transformation



Masterclass
Explore challenges with colleagues and experts to prioritise, transform and grow



Collaboration
Network and learn with peer leaders and professionals.



Psychometrics
Measure aptitude, attitude and altitude, with best in class reliable and valid psychological instruments.



Coaching
Hold yourself to account, set your own goals and direction.



Formation experiences
Go off grid. Explore new experiences that allow for deeper personal reflection and growth.

► Creating your Leadership Footprint

Six distinct programmes of development

Connect

In the high-speed, fast paced changing world, how do you make time to connect, network, and gain perspective from others? In this programme business leaders come together each month for group peer coaching and action learning. Real challenges and goals are shared, enabling the group to work together, think together, and solve real and relevant business problems.

Explore

As a business leader, when do you dedicate your own time for your personal development? This exclusive programme of 1:1 leadership coaching enables leaders to set and achieve their goals and objectives. Meeting as frequently as needed, and utilising psychometric diagnostic instruments leaders not only learn more about themselves but how they interact with those around them, creating a platform for personal change and growth

Drive

Your clients are your future. How do you work effectively with them?
How do you responsibly influence them to create sustainable profitable business?
How do you approach, explore, coach and present?

This programme is designed for those who advise and influence through a solution rather than just simply a product. People buy people. And all your people are salespeople.

Discovery

Discovery is all about the psychology of your clients; how they behave (consciously and unconsciously). It's about how humans think, feel, and make decisions. This programme will support you in determining who your clients are - their fundamental personality, how they manage their emotions, and what biases impact on their behaviour. And in doing so, you'll learn yourself. How you master your emotions to logically keep yourself on track.

Engage

Many leaders develop by chance. Most through experience. Few through some formalised process. While these leaders get by, even thrive, this programme is designed to flesh out the wider remit of people leadership. People work to goals, and they need to be led depending on the situation. How leaders set those goals, train, coach and motivate those in their charge. How to conduct meaningful 1:1s and manage performance effectively.

Pioneer

Leaders need to forge new paths, and take their people with them.

This programme is designed for leaders who need to make sure everyone is on the same 'bus', and in the right 'seats'. Its about alignment and accountability, empowerment, trust vision and mission. Its about making the boat go faster. That's a lot of metaphors, but there's a lot of complexity in leading people through change, and his programme is designed for those organisational pioneers.

While these programmes suit most development needs, they can be tailored further, drawing parts of one programme into another.

	Outcomes	Tools	Content
Connect Peer coaching	Improved decisions Expanded network Up lift in performance		Monthly peer groups Action learning Collaboration on challenges and goals Relevant business discussions
Explore 1:1 coaching	Clearer purpose and direction Achievement of goals & task Improved performance		Monthly 1:1 leadership coaching Diagnostics and measurement Action planning Leadership challenges
Drive Sales performance	Better client outcomes Sustainable relationships Up lift in performance		Managing performance Sales process Relationship management
Discovery Decisions through brain science	Transformational conversations Enhanced coaching skills; building trust, removing fear More effective and efficient client outcomes		Bias, emotions and personality Behaviour coaching
Engage Leadership development	More effective leaders Developed people Achievement of goals & tasks		Manager vs leader Developing others Leadership behaviours Coaching skills
Pioneer Team and organisational development	A thriving culture Aligned and engaged people High trust & psychological safety		Meaning and standards Purpose, Mission & Values Trust and leadership Recognition and reinforcement

► Your development pathway

	Connect Peer group coaching	Explore 1:1 development	Drive sales performance	Discovery Decision Making	Engage Leadership Development	Pioneer Team & Organisational Development
New Self Leaders	○	○	○			
Established Self Leaders	○	○	○			
Operations Managers of Businesses	○	○			○	
Sales People	○	○	○	○		
Sales Leaders		○	○	○	○	○
Leaders of Large and Medium sized businesses					○	○

These are typical pathways; a clearer definition would follow from the initial diagnosis conversation.

“The two most important days in your life are the day you are born and the day you find out why.” Mark Twain



When leading people, you perform five roles:

- assess and select the right people to join the business
- set stretching goals and objectives
- provide the development that empowers people
- motivate people to maintain commitment
- Finally, you bring the team and business together, so people are working collaboratively and achieving more than they could individually.

When you're performing in those roles you're leading.

Running teams, business units, and organisations is a unique responsibility. Leadership brings ownership, fulfilment and challenge. It makes work more meaningful and worthwhile. It enables us to implement our own styles or strategies that drive forward the people and the business. Yet like anything that requires mastery - it takes practice and patience.

Leaders need to stand up and take account for their actions and behaviours. Effective leaders need to be vulnerable, to build trust and accept that others will always be observing them. As a leader you're always on show. Therefore resilience, coaching and feedback, and network building become vital skills.

Many leaders have a fixed style that locks in their strengths, but also their flaws. Effective leadership development raises self-awareness, to identify strengths and development areas. Learning and leadership go hand in hand.

We are all unique, so leadership demands that we understand both ourselves and others in order to create an inclusive culture where people can shine.

The dynamic coach

One of the most effective ways of learning can be through leadership coaching. Whether this to develop others or yourself, it's a critical leadership approach.

Coaching drives potential. Sometimes we realise we might know it, but we want to go a little further a little faster - a marginal gain, that yields outstanding results.

Coaching provides perspective and sense making. Sometimes we can't see the wood from the trees, and stepping away gains us new insight and innovation.

We can then use these skills as leaders in behavioural coaching, helping staff and clients to recognise and adapt to their biases and emotions. Freeing them of their limitations, creating growth mindsets.

Everyone is an influencer

Creating raving fans with your clients is the goal of many organisations. Like leadership, sales people are not born. They are created, shaped and developed over time, experience, setbacks, and successes.

Advising clients in concepts and promises takes a consultative route. The ability to build relationships, trust, competence, and the understanding of clients needs are essential. And just as important, leading sales people to motivate and manage staff performance becomes a critical factor in performance and effective responsible sustainable client outcomes.

At Leadership Footprint we understand these challenges, and our approaches help to create the next leap in your performance.