

# Flexible Leadership Support from Lit Synergies Ltd.

1

## Pre-Programme Self-Assessment

Before starting the programme, delegates complete a self-assessment to gauge leadership confidence and neurotype awareness. This supports reflective learning and enhances team synergy.

2

## Leadership Skills Development

A flexible module-based programme covering key leadership competencies, designed to address common organisational challenges. Delegates will be aligned to relevant modules to suit their specific needs.

3

## Application Review & Ongoing Support

Structured post-programme support to help leaders implement learning, refine strategies, and sustain growth.



# Pre-Programme Self-Assessment

## How the Pre-Program Assessment is Conducted

**Digital Self-Assessment Questionnaire** (Completed before programme start)

- A structured **online assessment** covering key areas such as leadership confidence, decision-making style, communication approach, resilience, and neurotype awareness.
- Includes **scenario-based questions** to assess leadership reactions and approaches in real-world situations.
- Takes approximately **20–30 minutes** to complete.

## Neurotype Awareness Reflection

- Participants explore their **natural leadership tendencies** and how their **neurotype** influences their leadership style.
- Encourages **self-reflection on strengths, potential challenges, and team dynamics**.

## Optional 1:1 Pre-Programme Consultation

- A **30-minute discussion** (remote or face-to-face) to review assessment results with a leadership consultant.
- Provides clarity on key areas for development and personal objectives.
- Helps participants identify **which leadership development modules** will be most beneficial.

The Pre-Program Self-Assessment (Step 1) is not just a starting point - it serves as a benchmark for leadership growth throughout the program. After completing Step 2: Leadership Skills Development, delegates have the option to continue their journey with Step 3: Application Review Support and Ongoing Coaching to ensure they successfully embed their learning into real-world leadership practices.

# 2

## Leadership Skills Development

Some of our core modules (we'll agree content with you based on your requirements and organisation values – the below is for reference only).

### Leadership Identity and Self-Awareness

1. **Understanding Your Leadership Style** – Identifying and leveraging your natural leadership strengths.
2. **Neurotype Awareness in Leadership** – Recognising how different neurotypes contribute to team synergy.
3. **Emotional Intelligence for Leaders** – Strengthening self-awareness, empathy, and decision-making.
4. **Building Leadership Confidence** – Overcoming imposter syndrome and developing executive presence.

### Communication and Influence in Leadership

5. **Communicating with Impact** – Delivering clear, engaging messages that inspire action.
6. **Managing Difficult Conversations** – Navigating conflict, performance concerns, and tough discussions.
7. **Active Listening & Constructive Feedback** – Encouraging open dialogue and growth within teams.
8. **Leading Across Remote, Hybrid & Face-to-Face Teams** – Adapting communication to different working environments.

### Decision-Making & Problem-Solving

9. **Critical Thinking & Decision-Making** – Improving problem-solving in high-pressure situations.
10. **Leading Through Complexity & Uncertainty** – Navigating fast-changing business environments.
11. **Innovation & Problem-Solving for Leaders** – Encouraging creative thinking and new approaches.
12. **Risk Awareness & Strategic Thinking** – Balancing risk-taking with long-term strategy.

# 2

## Leadership Skills Development

### Team Performance & Breaking Down Silos

- 13. Building High-Performing Teams** – Understanding team dynamics and optimising collaboration.
- 14. Psychological Safety & Trust in Teams** – Creating an open environment where teams thrive.
- 15. Breaking Down Silo Working** – Encouraging cross-functional collaboration and shared goals.
- 16. Managing Diverse & Neurodivergent Teams** – Leading inclusively to harness diverse strengths.

### Staff Retention, Motivation & Engagement

- 17. Motivating & Retaining Talent** – Reducing staff turnover through meaningful engagement.
- 18. The Role of Leadership in Employee Wellbeing** – Supporting staff resilience and reducing burnout.
- 19. Recognition & Reward Strategies** – Non-financial ways to boost morale and performance.
- 20. Creating Career Growth Pathways** – Developing internal talent to prevent high turnover.

### Leading Change & Organisational Growth

- 21. Change Leadership & Adaptability** – Leading teams through uncertainty and transformation.
- 22. Creating Organisational Synergy** – Aligning teams to shared goals for efficiency and innovation.
- 23. Vision Setting & Goal Alignment** – Defining and embedding a strong leadership vision.
- 24. Resilience & Leadership Wellbeing** – Managing stress while leading with confidence.

### Practical Leadership & Application

- 25. Coaching & Mentoring Skills for Leaders** – Supporting career development within teams.
- 26. Time Management & Prioritisation** – Mastering focus and delegation in leadership roles.
- 27. Decision-Making Under Pressure** – Staying composed and effective in crisis situations.
- 28. Personal Leadership Action Plan** – Creating an individual roadmap for leadership success.

# 3

# Application Review & Ongoing Support

## Overview

Step 3 ensures that leadership learning is effectively applied in real-world settings. It provides structured support to help delegates integrate newly developed skills into their leadership approach while refining strategies for maximum impact.

This stage is designed to reinforce learning through:

**Practical application reviews** – Assessing how leaders are implementing their learning in daily leadership tasks.

•**Feedback and reflection** – Helping leaders refine their approach through structured feedback.

•**Ongoing coaching and mentoring** – Supporting continuous improvement through personalised guidance.

## How It Works

### 1.Application Review Session (Post-Training Check-In)

1. A guided reflection session where delegates assess their progress and identify areas requiring further development.
2. Feedback is provided based on real-world application of leadership strategies.
3. Challenges in implementing new leadership approaches are discussed with solutions provided.

### 2.Facilitated Group Learning (Peer-Led or Expert-Led)

1. Delegates can opt into peer-led sessions to share insights and best practices.
2. Alternatively, expert-led group sessions provide targeted advice and support.

### 3.1:1 Leadership Coaching (Optional Add-On)

1. Personalised coaching sessions tailored to individual leadership challenges.
2. Can be booked as a single session or as part of a longer-term coaching package.

### 4.Continuous Learning Resources

1. Delegates receive access to additional learning materials, case studies, and leadership tools.
2. Ongoing updates on industry best practices to ensure sustained development.



# Application Review & Ongoing Support

## Options for Delegates

- **Self-Guided Review** – Reflect on progress using provided materials and self-assessment tools.
- **Group Learning & Discussion** – Participate in facilitated sessions to gain peer perspectives and expert insights.
- **1:1 Leadership Coaching** – Work directly with a coach for deeper leadership refinement.
- **Extended Mentorship Programme** – Join a structured mentorship arrangement for continued development beyond the initial training.

To get started – contact us by email at [contact@litsynergies.com](mailto:contact@litsynergies.com) and we'll arrange an initial consultation call to discuss your needs. This will be followed by a recommended solution offering for your review, including a full breakdown of costs.