



AMBR Consulting

Change | Communications | Coaching | Training



Bringing change, training and coaching to life.

We are an innovative change management and training organisation that passionately believes in supporting businesses to implement effective and lasting learning. We partner with clients to help them achieve their goals, through engaging and creative learning packages, directly aligned to the needs of the business/project.

Our partnership helps organisations successfully navigate complex business change, culture development, training needs and behavioural changes with great results.

As part of our offering, we work with organisations to understand the challenges they face and define solutions that are cost effective and make sense.

Developing a story to engage the business at all levels is central to the services we offer. We passionately believe that to drive success we must keep things simple.

Quality

Delivering value for our clients is of the utmost importance to us and as such, we are proud to say that we are an ITOL-accredited centre. This means our work and our people have been externally validated to ensure that we meet global standards.

As such, we develop and deliver ITOL-accredited courses.



Leadership development roadmap

This roadmap is designed to incrementally develop the skills and capabilities of existing managers to enable a culture of adaptable leadership in the future.

Session 1

The role of a manager including management styles, understanding your own natural style and a personalised DISC profile and review.



Session 2

How to identify your individual leadership strengths and weaknesses and strategies to develop.



Session 3

Coaching in the workplace, your role as a coach and tools to enable effective leadership coaching



Session 4

Active questioning and listening skills, how to become an effective communicator. Building motivation within your teams.



Session 5

Understanding the principles of performance management and the associated governance



Session 6

Setting and reviewing performance measures and goals. How to effectively conduct a performance review meeting and capture valuable outputs.



Session 7

Review and consolidation including personal development commitments.



Session 1

The role of a manager and your management style:

- Understanding the differences between leading and managing and how to draw on the best from both worlds.
- Understanding the 9 basic management styles, the benefits and drawback to each and situations when they can be applied.
- Understanding your default style and what drives it and how you can adapt.

DISC Profile

- Understanding DISC and its uses to better understand colleagues and direct reports
- Review of your individual profile and how it drives your management style
- Overview of the merits of each quadrant and how you can adapt your natural style to drive the outcomes you want to achieve.



Session 2

Identifying your leadership strengths and weaknesses, and creating strategies to enhance your development:

- Initial strengths and weaknesses identification exercise.
- Using Johari window to develop a greater understanding of yourself and your development potential, by receiving an external perspective of your strengths and weaknesses.
- Developing strategies to improve your leadership skills



Session 3

Workplace coaching:

- The benefits of coaching your employees and teams and the vital role leaders play in developing their people.
- What coaching is and what coaching is not.
- Using the GROW model to develop and execute coaching plans with your employees.



Session 4

Listening and questioning:

- Understanding the 5 levels of listening.
- Overview of listening skills.
- Development activities to improve listening skills.
- Understanding the 5 questioning styles.
- Benefits and limitations of each question type.
- Using questions and listening in coaching, leadership and management and problem resolution.



Session 5

Performance management principles:

- Understanding the core principles of when and how to performance manage an employee.
- Understanding what is expected of you as leader in your organisation and the tools available to support the performance management process.
- The governance, control and statutory requirements when conducting performance management. Getting familiar with the policy and how it supports everyone involved



Session 6

Setting and reviewing performance measures including conducting a performance review:

- Setting SMART performance objectives in line with the business strategy.
- How to review performance against objectives and develop coaching plans to improve performance.
- How to conduct a professional performance review.
- Trial performance review activity.



Session 7

Review and consolidation. Bringing the learning together for application:

- Overview and refresher of skills acquired.
- Q&A on real life situations.
- Personal leadership development commitment plans and next steps.





AMBR Consulting: piecing together a roadmap for success

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