

HELPING YOU SOLVE THE LEADERSHIP PUZZLE



NEW FOR 2024!

THE COACH

APPROACH

LEADERSHIP PROGRAMME



HOW TO BE A GREAT LEADER



COMMUNICATION & BEHAVIOUR



THE COACH APPROACH



ENGAGE & MOTIVATE YOUR TEAM



INDIVIDUAL & TEAM STRENGTHS

5



GOALS, PRIORITIES & BLOCKERS



HELPING YOU SOLVE THE LEADERSHIP PUZZLE

WORKSHOP 1: HOW TO BE A GREAT LEADER

MINDSET:

WHAT MAKES A LEADER 'GREAT'?
PERFORMANCE V RESULTS
ACCOUNTABILITY V RESPONSIBILITY

TOOLSET:

USING THE 'C12 LEADERSHIP' FRAMEWORK
HOW CAN WE SCALE AND MEASURE THIS?
DEFINING THE INGREDIENTS OF PERFORMANCE

SKILLSET:

RECOGNISING WHICH LEADERSHIP STYLE TO USE
AWAKING RESPONSIBILITY WITHIN PEOPLE
NOT 'MANAGING' EVERYTHING



WORKSHOP 1: HOW TO BE A GREAT LEADER

C¹² LEADERSHIP

STYLE



LEAD

VISION



MANAGE

RESULTS



GUIDE

PERFORMANCE

PERFORM



**CLARITY
connection**

VALUES



**CONTROL
commitment**

GOALS



**CAPABILITY
confidence**

DEVELOPMENT

INSPIRE



**CO-CREATION
COLLABORATION**

BEHAVIOURS



**consistency
communication**

ALIGNMENT



**COACHING
CONVERSATIONS**

TRUST



WORKSHOP 2: COMMUNICATION & BEHAVIOUR

MINDSET:

**WHERE DOES OUR ENERGY FLOW?
WHAT IMPACT DOES THIS HAVE?
WHAT IS 'FULL COMMUNICATION'?**

TOOLSET:



**'CLARITY 4D' COLOUR PROFILING
COLOUR ENERGY FLOWS
'CLARITY 4D' SURVEY AND REPORT**

SKILLSET:

**RECOGNISING STYLES & BEHAVIOURS
ADAPTABILITY TO WHAT IS NEEDED
HAVING MORE EFFECTIVE COMMUNICATION**



WORKSHOP 2: COMMUNICATION & BEHAVIOUR

Accredited by
Clarity4D

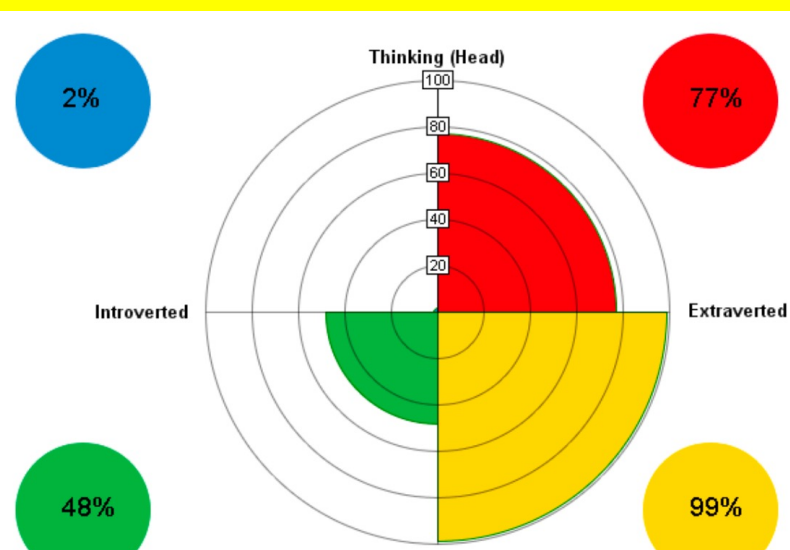
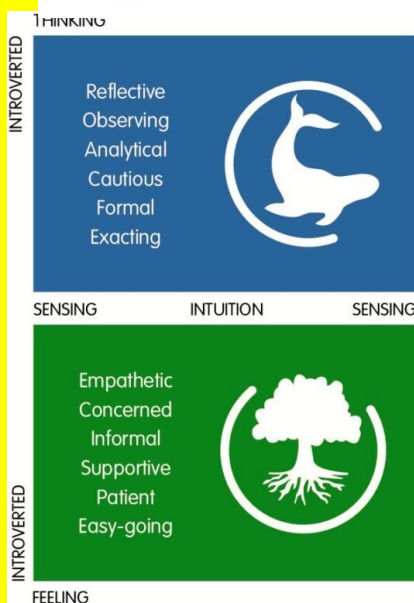
Accredited to train in
Clarity4D

Clarity4D
Business Partner



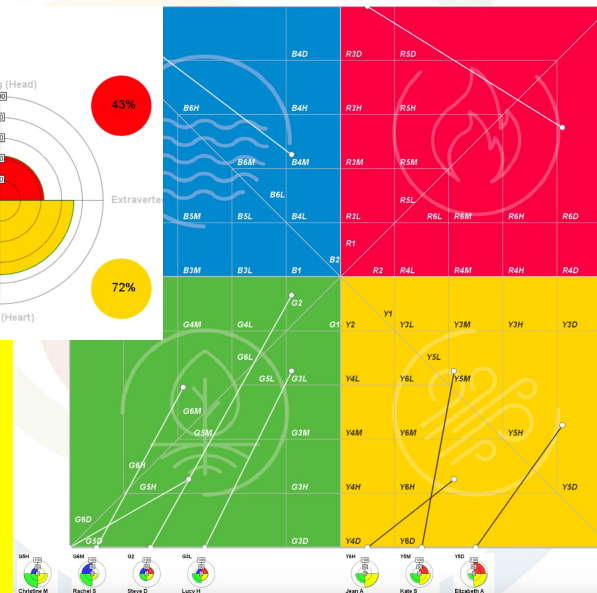
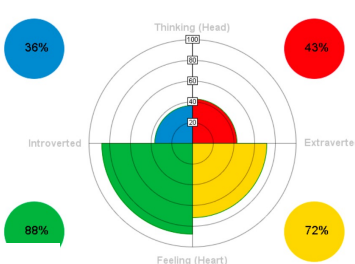
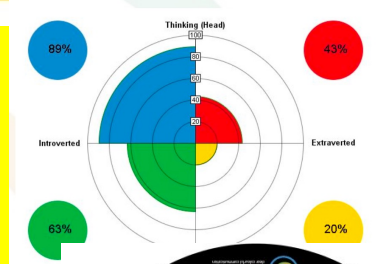
Clarity4D

Clearer communication through colour



1D: How do you see yourself

2D: Aggregated



PERSONAL PROFILE
LEADERSHIP PROFILE
SALES PROFILE
TEAM PROFILE
2D FEEDBACK PROFILE



WORKSHOP 3: THE COACH APPROACH

MINDSET:

**DO WE HAVE TIME TO BE A COACH?
HOW IMPORTANT IS TRUST?
WHY SHOULD ANYONE CARE ABOUT COACHING?**

TOOLSET:

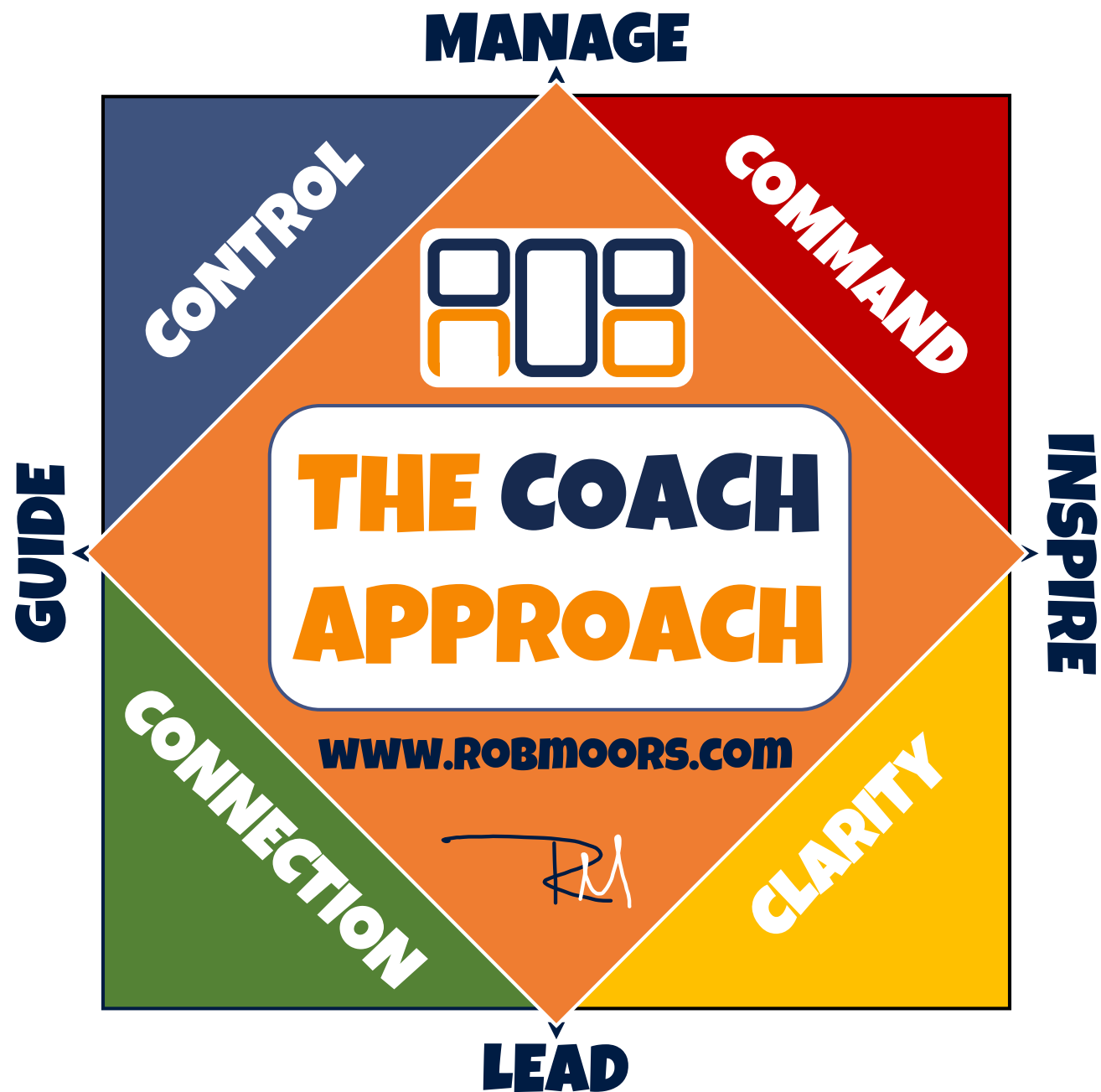
**USING 'THE COACH APPROACH' MODEL
LEADERSHIP STYLE IDENTIFICATION
USING THE 'RISE' CONVERSATIONS FRAMEWORK**

SKILLSET:

**HAVING MORE GREAT CONVERSATIONS
NAVIGATING DIFFICULT CONVERSATIONS
DEVELOPING EMOTIONAL INTELLIGENCE**



WORKSHOP 3: THE COACH APPROACH





WORKSHOP 4: ENGAGE & MOTIVATE

MINDSET:

**WHAT ARE ENGAGEMENT SURVEYS FOR?
WHAT REALLY MOTIVATES PEOPLE AT WORK?
HOW DOES ALL THIS SHOW UP AT WORK?**

TOOLSET:

**USING 'ENGAGED PERFORMANCE' FRAMEWORK
MEASURING OUR MOTIVATION LEVELS
IDENTIFYING ACTIONS TO IMPROVE BOTH**

SKILLSET:

**LINKING ENGAGEMENT TO PERFORMANCE
COMMUNICATING TO INSPIRE
UNLOCKING INDIVIDUAL & TEAM POTENTIAL**



WORKSHOP 4: ENGAGE & MOTIVATE

Capability & Confidence

(Knowledge, Skills & Tools)

Tick Box



Engaged Performance



"Meh!"



Siloed Chaos



Control & Commitment

(Delegation & Empowerment)

Clarity & Connection

(Alignment, Up-to-date & clear expectations)



WORKSHOP 5: INDIVIDUAL & TEAM STRENGTHS

MINDset:

ARE STRENGTHS NATURAL, OR LEARNED?
ARE WEAKNESSES STRENGTHS OVERPLAYED?
CAN WE LEARN & BORROW OTHER STRENGTHS?

TOOLset:

HIGH **5** TEST

USING THE 'HIGH5 STRENGTHS' TEST
LEVERAGING THE 'HIGH5' STRENGTHS REPORT
MAPPING INDIVIDUAL & TEAM STRENGTHS

SKILLset:


CONDUCTING 1-1 STRENGTHS COACHING
ALIGNING STRENGTHS & PERFORMANCE
BUILDING STRATEGY WITH STRENGTHS

HIGH 5 TEST

TAKE THE STRENGTHS TEST NOW

Rob Moors

**ENJOY YOUR
STRENGTHS MAP.
ROB.**

A cartoon character named Rob, a man with a beard and glasses, wearing a grey t-shirt with a small logo, pointing towards the text.

DISCUSS

**IS IT POSSIBLE
TO BORROW
OTHER PEOPLE'S
STRENGTHS, TO
USE YOURSELF?**

A close-up of the Joker's face, showing his characteristic white makeup, dark eye makeup, and a wide, bloody grin. He is holding a playing card (the Queen of Hearts) in his right hand. The word "Joker" is written in a stylized font in the top right corner of the image.



WORKSHOP 6: GOALS, PRIORITIES & BLOCKERS

MINDSET:

**WHAT IS PRIORITISATION?
WHOSE RESPONSIBILITY IS PRIORITISATION?
ARE OUR GOALS ALIGNED?**

TOOLSET:

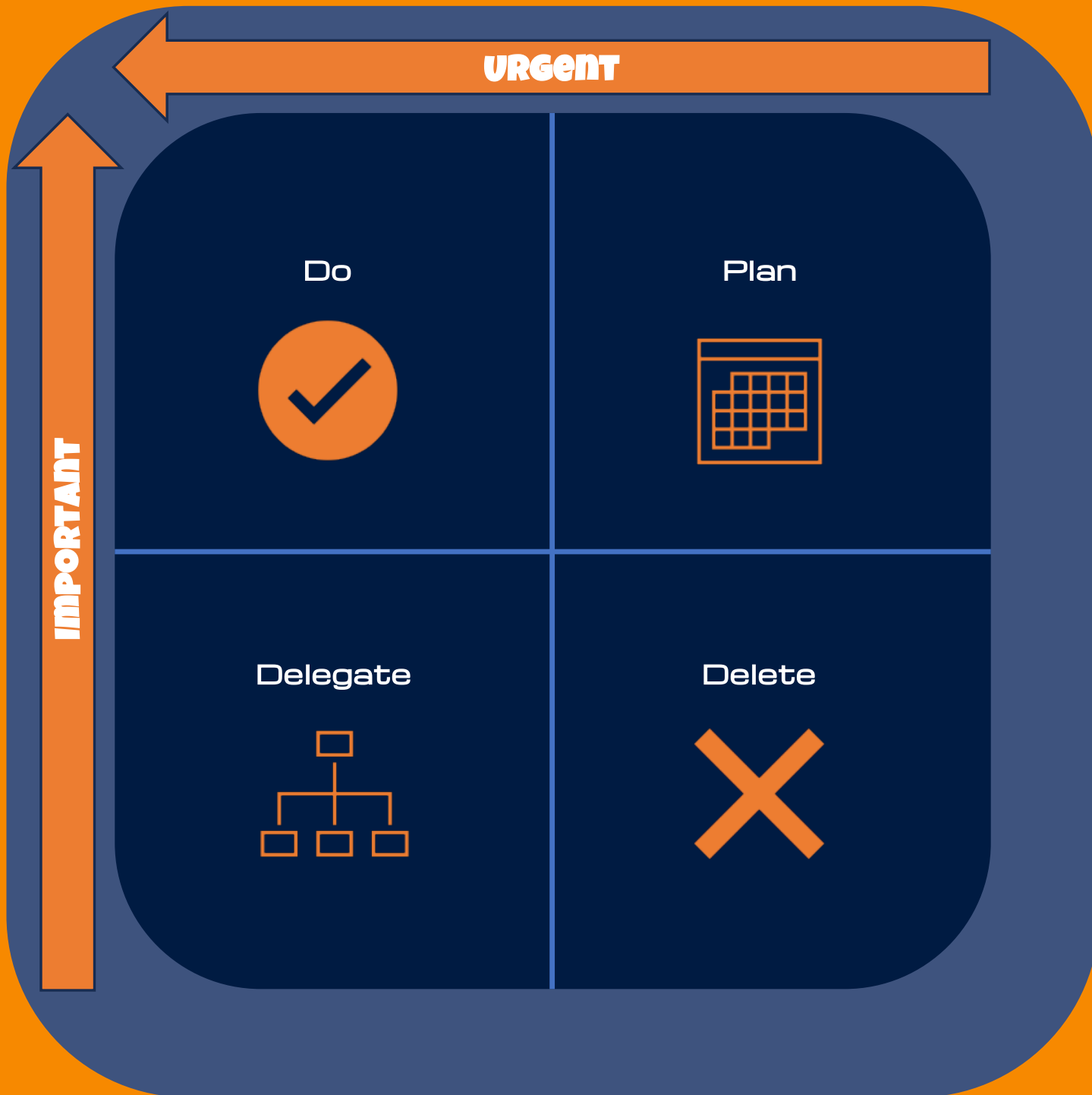
**USING THE 'PRIORITISATION' MATRIX
PUTTING 'GROW' TO WORK
RECOGNISING WHY 'CHANGE' OFTEN FAILS**

SKILLSET:

**MORE EFFECTIVE OWNERSHIP & PRIORITISATION
GENERATING WORTHWHILE & ALIGNED GOALS
COMMITTING TO DEFINITE ACTIONS**



WORKSHOP 6: GOALS, PRIORITIES & BLOCKERS

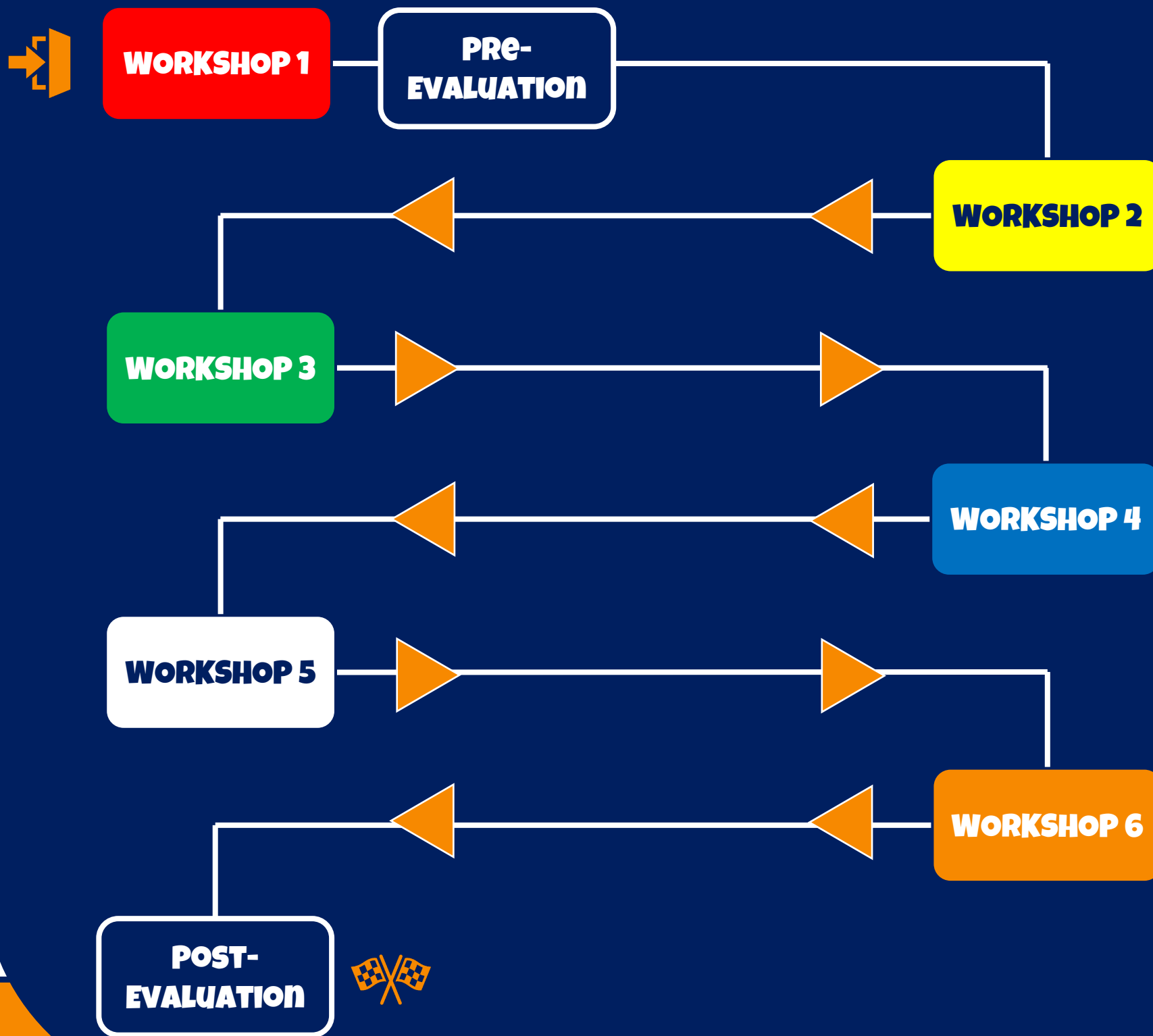




HELPING YOU SOLVE THE LEADERSHIP PUZZLE

BRONZE PACKAGE

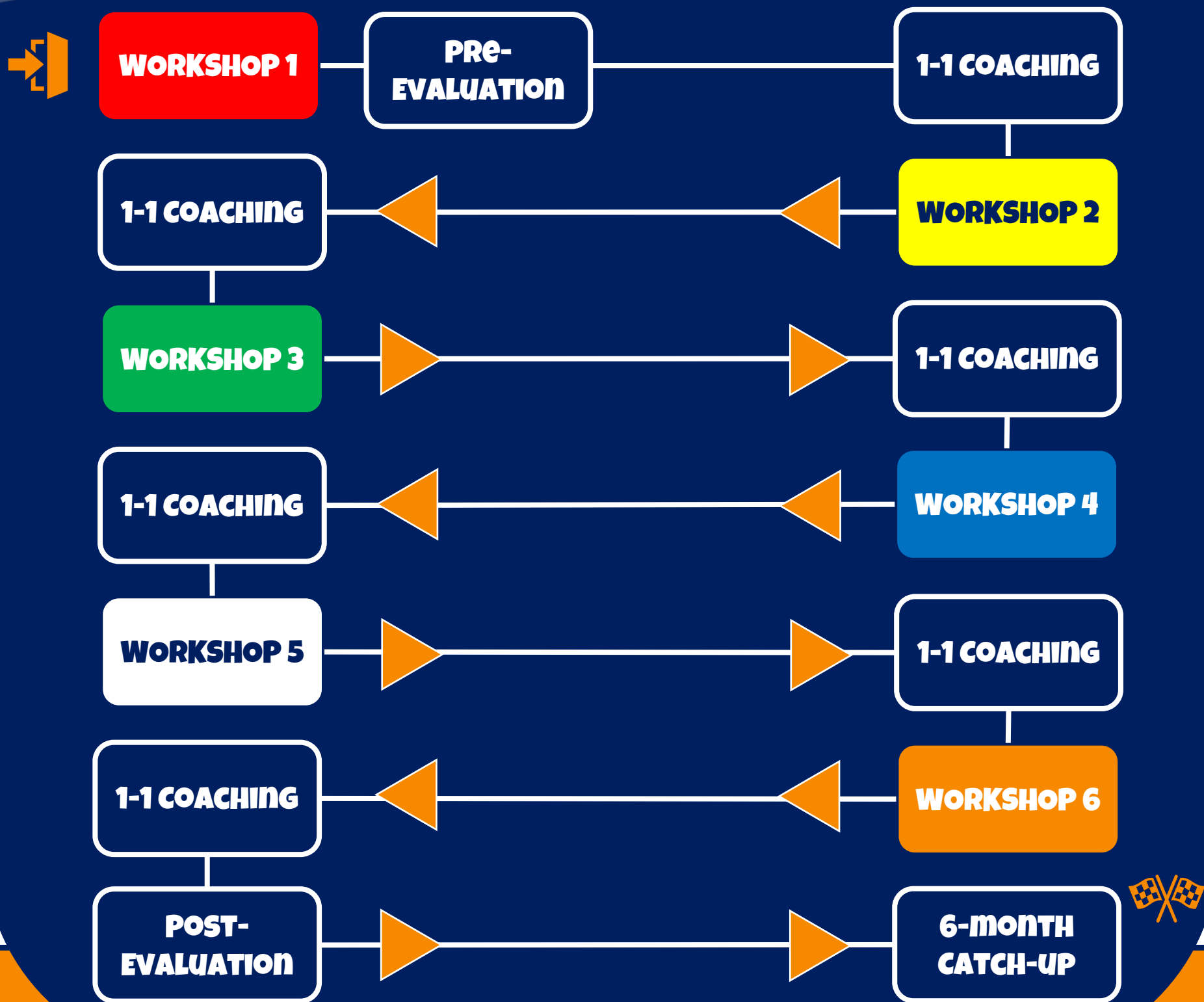
THE PROGRAMME FLOW:



HELPING YOU SOLVE THE LEADERSHIP PUZZLE

SILVER PACKAGE

THE PROGRAMME FLOW:

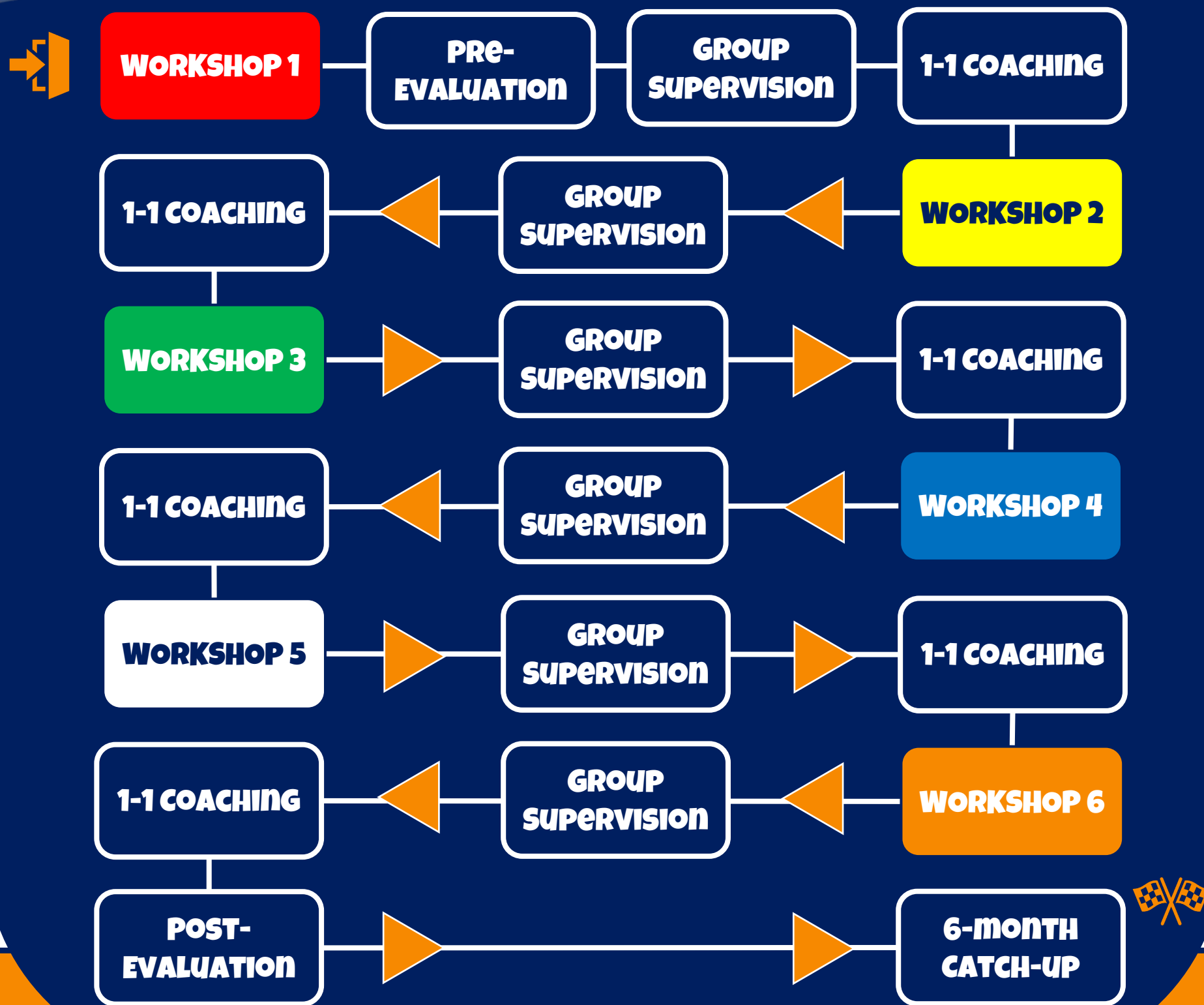




HELPING YOU SOLVE THE LEADERSHIP PUZZLE

GOLD PACKAGE

THE PROGRAMME FLOW:



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