

LEADABILITY | TRANSFORMING MANAGEMENT INTO LEADERSHIP

'Managers maintain, leaders develop'

Research by the world's business schools, as well as the leading consultancies, has found that *context* is the essential element for successful leadership development. It's not enough to provide excellent training, it also needs to be *relevant & applied*. Leadability's Leadership Development proposition is designed to meet that challenge, with each programme designed around the context & needs of that client.

However, while the *context & content* varies with each business, our philosophy remains clear, consisting of three elements: *Mindset, Skillset & Application*.



What a leadership programme can look like >>>

TYPICAL LEADERSHIP PROGRAMME

DESIGN

It starts with getting inside the business. We spend time getting to know the daily challenges of your managers. This takes two forms:

- (1) We interview high & low performers &, if possible, shadow managers for a short period of time
- (2) We often use *Organisational Network Analysis* to reveal the hidden influencers, gain insight about what's important from them, & then turn them into champions for the programme to come

DELIVERY

Mindset Day

We launch the programme with a focus on 'mindset'. This is a full day of challenging attitudes, beliefs & identity. This provides a strong platform for what's to come.

Online learning

For many online learning is a hoop-jumping & box-ticking exercise &, whether the content is engaging or disengaging, very little actual learning happens. Clients tell us that ours is different, & that they not only enjoy completing the elements, but often revisit them later in the programme to refresh & remind themselves. Of course, this resource remains available & useful long after the programme itself is complete.

Workshop element

- If we're using a *Sprint* approach then we'll usually give ½-a-day of input before running 1-2 week sprints, which normally include daily sprint huddles & use internal sprint coaches.
- A gamified approach provides a way for the whole business to get involved in the development programme, not only transforming the capability of the managers, but impacting the business' culture
- If a more traditional workshop approach is desired then we also design work-based projects run by the managers, which necessitate the application of what they are learning.

TRAINING PHILOSOPHY

So many training providers are still seeing that their main role is to deliver *content* - information, models, processes, data *etc.* However, any face-to-face time is too precious to be spent going through this sort of material. At Leadability we deliver as much content as possible through bespoke, highly interactive online systems. This means we can spend any face-to-face time creating an environment where participants explore the *application* of the content. We make this '*getting-it-in-the-muscle*' time highly challenging, including *crucible moments* for the managers. The feedback we consistently get is that what we do is significantly different, more impactful & more fun than what they've experienced before.

Examples of content on next page.



TYPICAL CONTENT

Every Leadership programme is designed around the needs of the business & the specific needs of the managers. Typical content includes:

How to build engagement

Although we work with a number of elements *Psychological Safety* has been shown to be the critical factor to high performing & highly engaged teams. We provide insight into how to build greater psychological safety & a mechanism to make themselves accountable for seeing it through.

Creating more leaders

This is the key result of good leadership. Quick wins here include exploring how to delegate work & relationships to free the leaders from operational needs & be able to focus more on strategic ones.

Coaching skills

Another critical tool of all good leaders is the ability to coach. Using an Action Learning Set approach, we provide initial training & then create a coaching & feedback culture, where the business learns to use coaching as the go-to solution to most operational issues.

Creativity & Innovation

There are three elements which bake innovation into your culture:

- *Continuous incremental improvement* – by applying an Agile approach we inspire your managers to create *safe experiments & minimum viable products*
- *Positive first response* – one of the essential elements behind building an innovation culture
- *Innovation Mindset* – learning how to capture creativity as it occurs

Communicating Clarity & Inspiring Influence


Most of our leadership programmes include modules where participants learn to improve their communication skills. It may be learning how to influence upwards, it may include presentation skills, it might be around having influence without authority. Most of our clients refer to the positive impact of learning our instantly applicable communication skills.

Recent Comments from clients

"This is the first time I've attended training where I've been able to use the content the very next day" – Operations Manager, Baxterstorey

"I attended your training session three years ago & I'm still using techniques & tools I learned!" – Head of HR, Bullitt

"Leadability really listened to our needs, focused on getting under the skin of the business and instantly applied this knowledge. It's so refreshing to work with a business that understands about putting the customer at the centre of everything they do, that prides themselves at working in true partnership and recognises that trust is the lynchpin of any client relationship. No other training partner we use has received such consistently positive feedback and requests for more!" – Head of L&D



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