



Developing your Leadership Brand

Programme Outline

The Leadership Practices Inventory™

- Confidential feedback of personal 360° Leadership profiles (pre-work)
- Identifying targets for improvement

Practice 1 - Model the Way

- Characteristics of admired leaders: the credibility factor
- Finding your voice and describing your values

Practice 2 - Inspire a Shared Vision

- The meaning and importance of vision
- Effective communication of the vision

Practice 3 - Challenge the Process

- Experimentation and risk
- Searching for new opportunities to improve

Practice 4 - Enable others to Act

- Developing co-operative goals
- Building trust

Practice 5 - Encourage the Heart

- Linking rewards and performance
- Making recognition meaningful

The journey continues

- Action planning
- Making commitments

This **1 Day Leadership Programme** is based on The Leadership Challenge by Jim Kouzes and Barry Posner. It aims to build leadership competence and confidence using the five practices identified as being characteristic of world class leaders.

We are convinced that **leadership is as much an affair of the heart as it is of the head**. Helping people to develop and change their personal leadership characteristics requires us to appeal to more than intellect alone. For that reason this workshop provides a combination of solid academic research, personal feedback, opportunities to reflect, planning time, practical exercises, case studies, debates, new ideas and committing to take action.

All participants undertake the Leadership Practices Inventory™ (LPI), an online, 360° confidential diagnostic, before attending. This data provides individual participants with the foundation of their personal leadership development agendas

Objectives

- Consider the importance of leadership to you and your business
- Identify what constitutes good leadership now and you can deliver extraordinary results
- Learn about your own leadership strengths and areas for improvement
- Make personal leadership development plans

Target Audience This programme is targeted at anyone in your organisation who wishes to improve their individual impact and effectiveness

David Pilbeam – Clarity Business Coach

David is a performance coach and facilitator who helps individuals and teams deliver concrete results. David has a Masters Degree in Coaching and Mentoring Practice, is an accredited Master Facilitator of The Leadership Challenge Workshop and is a Member of the Association for Coaching. David's early career saw him working in Europe teaching Physical Education. He then moved into the hospitality business in Hong Kong, where the challenge of working in a new industry in a radically different culture, taught him a lot about the demands of leadership in a results driven environment. Back in the UK, David became Operations Director for a health & leisure club start-up. Over the course of five years the business was created, developed and sold with 6 operating Clubs and over 300 staff. David then joined the Tom Peters Company, where he helped individuals and teams deliver change and overcome personal and organisational challenges whilst further developing his own coaching and mentoring skills.



Our Clients



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