

The Beech Consultancy

Developing Leadership Potential



“Most people live in a very restricted circle of their potential being. We all have reservoirs of energy and genius to draw upon of which we do not dream”.

William James 1899



Why Consider the “Developing Leadership Potential” programme?

Great leaders can excite and enable people to achieve outstanding levels of performance. This programme brings a thought-provoking approach to Leadership in its content, design and structure; the delivery approach will be experiential and participative and will offer significant positive challenges enabling participants to make a real impact on their organisational performance.

The programme offers managers the opportunity to “Develop Leadership Potential” focusing on behavioural and attitudinal development leading to

personal growth and an extended appreciation of the elements of excellent leadership. Taking a proactive approach to developing performance for the participant and therefore the organisation.

A stimulating and challenging element of the programme is the individual coaching sessions in between each leadership module and at the end of the programme. These coaching sessions delivered by experienced performance development coaches from The Beech Consultancy offer the participants coaching sessions on an individual basis exploring their particular issues in the work context, and will facilitate the generation of a personal development plan to enhance personal growth and the impact of leadership on the organisation.

The “Developing Leadership Potential” programme is an important element of The Beech Consultancy’s Centre for Performance Development. Presenting a range of formal and informal learning, development and networking opportunities, the Centre for Performance Development supports clients, partners and others associated with The Beech Consultancy in their ongoing personal development. More information about the Centre can be found on the Beech Consultancy website.



Key Programme Features

- Three, three-day modules approximately 6 weeks apart, allowing participants to put into practice some of the elements of the programme in their own organisations.
- Performance Development Coaching between modules and at the end of the programme to formulate a personal development plan exploring learning needs in the context of the participants own organisation. This ensures personal development offers relevant organisational benefits.
- Facilitated by highly experienced and specialist practitioners in the area of leadership development and supported by professional performance development coaches from The Beech Consultancy.
- Engagement in exercises and activities to explore and develop the participant's leadership potential. This drives a deeper understanding and increased awareness during the exploration of new leadership thinking, resulting in more rapid development.
- Examining personal drivers and leadership styles using a range of tools and techniques. This increased self-awareness is essential to support the conscious development of new or more effective leadership practice.
- Through group exploration and reflective learning participants will develop new skills in enhancing performance and their effectiveness as leaders.

Who is the Programme For?

The "Developing Leadership Potential" programme from The Beech Consultancy is aimed at managers from any sector who are looking to develop greater impact on their organisations, whether or not they are planning to move into a more senior leadership role.

It is likely that participants will have undergone some previous management development, and will have held managerial responsibility. The leadership themes that will be explored will be appropriate and relevant for individuals from both large and small organisations.



Programme Outline

The three core modules, The Authentic Leader, Leading Teams and Leadership into Action are designed to introduce all the key themes of leadership including:

- Personal positioning of the leadership programme
- Self awareness and self belief
- Personal and Leadership style
- Leadership vs Management
- Situational Leadership
- A personal vision of leadership
- Team Dynamics
- Team development
- The Leadership Challenge
- Difficult conversations
- Leader as Coach



The experiential approach of this programme means that the above themes will be explored in the context of each participant's own experience so that learning is relevant and directly applicable to real-world organisational environments. The informal and inclusive small-group format of the programme is designed to support this, with a maximum of 12 participants per programme.

Developing Leadership Potential is an open programme for any manager at an appropriate point in their development and looking to enhance their leadership capabilities. In order to maximise the breadth of learning and maintain group dynamics on each programme, places are usually limited to no more than two individuals from any given organisation.

In-House Programmes

Organisations that have a wider requirement for leadership development capability may be interested in exploring a tailored version of this programme to be designed and delivered to match their specific requirements. For a no-obligation chat, or for further information, please contact The Beech Consultancy through the web site or by telephoning 08454 303021.

About The Beech Consultancy

The Beech Consultancy is one of the North of England's most successful and dynamic performance development consultancies, working with managers and leaders across the region to drive success. Working with clients large and small and in a wide variety of sectors, the principles upon which The Beech Consultancy has built its reputation form a key set of values from which all its consultants and associates work. These include understanding the opportunities of collaborative partnerships, added value capabilities, emotional engagement, personal responsibility and a positive, enjoyable and supportive environment.

Formed in early 2000, The Beech Consultancy has its head office in Hull, but has consultants based across the region. It provides a wide range of consultancy and development provision, including coaching, leadership development, cultural evolution, team dynamics and management skills development. All its programmes are tailored to individual client needs. Delivery is achieved through a close network of employed consultants and carefully selected associates, all of whom demonstrate clearly defined behavioural competencies as well as professional skills, knowledge and capability.

Need Further Information?

This type of personal development can have a significant impact on the performance of participants and their organisations, and as such it is important that this programme is appropriately positioned for you. We recognise therefore that you may have questions, and would like to discuss these informally with the programme facilitator. Please feel free to call The Beech Consultancy on

08454 303021

or e-mail:

info@thebeechconsultancy.co.uk

Dates, Prices and Venues of Forthcoming Programmes

For a full list of module dates for the Developing Leadership Potential programme please refer to The Beech Consultancy website at:

www.thebeechconsultancy.co.uk/centre

Here you will also find venue information and programme pricing.

Each module of this programme is over three days. Lunch will be provided on each day as will light refreshments during the morning and afternoon. The programme is not residential, but if any participants wish to reserve accommodation at the venue during the modules, The Beech Consultancy will be happy to offer a negotiated rate for your stay on request. All venues for the Centre for Performance Development programmes have ample parking.





The Beech Consultancy,
Newlands House,
Newlands Science Park,
Hull HU6 7TQ
Tel/Fax: 08454 303021
E-mail: coaching@thebeechconsultancy.co.uk