

# **Personal Leadership Open Programmes**

**Great  
leadership  
wins hearts  
and minds**



# Great leadership wins hearts and minds **When it uses personal power, it can do even more**

**Help your people grow in confidence and develop their individual leadership style. Build disciplined self-awareness and encourage empathy in individuals, teams, and organisations.**

Great leadership energises teams and makes your organisation a fertile ground for new ideas and opportunities.

Investing in personal leadership development is a key way to increase the performance of individuals. It enhances motivation and job satisfaction, and aids in the retention of your best people. However, it works even better when the aims and attitudes of your people, teams and organisation are aligned and pulling in the same direction.

**44%**

**of Millennials are in leadership positions, but only 28% of them believe their organisation is taking full advantage of their skills.**

Only then will your people be ready to embrace the challenges, complexities and opportunities of today's uncertain world.

## **Who is this for?**

High potential people can have a significant impact on your business when their leadership skills are elevated and liberated. This will help:

- Bright lights who you want to take on greater responsibility and create change
- Existing leaders who need to deliver more and step into bigger roles
- New leaders finding their place in an existing leadership culture

## **Your people will...**

- Be ready for the known and unknown challenges ahead
- Have greater self-awareness, resilience and confidence
- Understand their own personal power and harness it to lead
- Realise how effective they can be
- Be better able to bring individuals together in a cohesive effort

## **Your organisation will...**

- Motivate better, inspiring greater effort from employees at every level
- Collaborate better, assembling teams with stronger purpose and vision
- Encourage ambition, galvanising leaders to innovate, think bigger and beyond themselves
- Perform more strongly, boosting personal productivity
- Serve customers better, increasing the value of your customer relationships

# How we do it

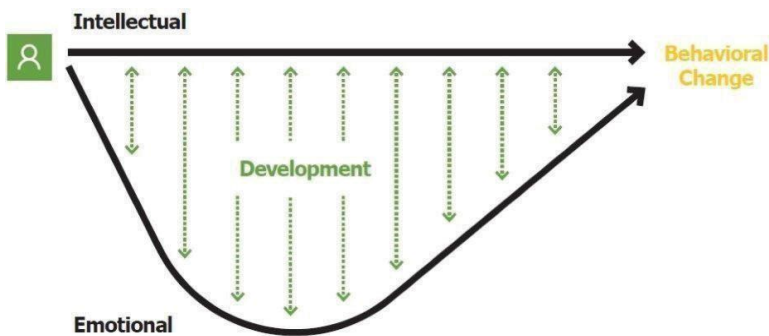
## Our Approach

**Our programmes are designed to create an intense and immersive environment in which an individual will be subjected to increasing levels of complexity and challenge.**

Under pressure, default behaviours appear giving participants the opportunity to observe how the behaviour of others impacts on them. Most importantly, they get direct and honest feedback from other learners on how their own behaviours affect others and they get it over and over again.

### We don't teach

We engineer experiences that create an emotional impact so that learning sticks, and add a small amount of really practical leadership and communication theory. Most learning comes from the group members who are discreetly supported by an expert team. Led by a programme director, the delivery team is made up of coach facilitators who work hard behind the scenes and in real time to create a highly personalised experience for each individual.



Emotional experiences combined with intellectual inputs create behaviour change

## Coaching makes learning stick



Our programmes change people. Following up with coaching will maximise the impact of leadership development, making sure the change is sustained and your business continues to benefit.

We have developed a strong pool of over 30 professional coaches with senior leadership experience.

Face to face coaching sessions last for approximately 2-3 hours and we recommend a minimum of 3 sessions in the first instance. Where appropriate, telephone or Skype coaching sessions are also available. They last for approximately 1-2 hours and are an effective means of coaching once a relationship has been established.

# Open Courses

Wherever you are, whenever you're ready, whatever you need

## Leadership Foundations

**1 day non-residential | £500 +VAT**

Designed for those taking their first steps in leadership. The course introduces the theory and practice of great leadership using a mix of discussion, projects and practical exercises. Invaluable grounding in a range of leadership techniques, as well as being a primer for the familiar – and unfamiliar – challenges a new leader will face.

## Leadership in Management

**5 day residential | £4,200 +VAT**

A demanding and intensive course which develops self-awareness, self-control and self-confidence. Individuals learn about the importance of knowing and controlling themselves before they lead others. We take people out of their comfort zone enabling them to understand how they react to business pressures. Participants will be provided with the opportunity to lead and be led in newly formed teams, supported by our expert facilitator team. Improving their ability to cope with change, conflict and pressure, increase emotional and mental resilience, and develop an understanding of how their behaviour can impact on individual and team performance.

## Leadership in Application

**3 day residential | £6,000 +VAT**

A next level leadership programme enabling you to reach your full potential. Explore change, culture, motivation and trust, to facilitate growth in your organisation. Executive coaching will transform the way you approach leadership, and ensure all learning is applied back at work.



**Talk to a specialist**

**Discuss your personal development opportunity with a specialist by calling us on 01989 767667 or email [info@leadershiptrust.co](mailto:info@leadershiptrust.co)**

# Open Course Calendar

## All available courses in 2021

LEADERSHIP IN MANAGEMENT	LOCATION
17 – 22 May 2021	Ross-on-Wye
14 - 19 June 2021	Ross-on-Wye
12 – 17 July 2021	Ross-on-Wye
19 - 25 September 2021	Ross-on-Wye
17 - 23 October 2021	Ross-on-Wye

## Partnerships we are proud of Delivering impact

### ARM

Bringing essential people skills and emotional intelligence to high-tech teams.

Technology/3,300+ people



Delivering a step change in people development to achieve a high performing culture.

Banking/840 people



Enabling a complex, layered organisation to discover talented leaders at every level.

Accountancy/1,000+ people

### KNAUF INSULATION

A 10 year partnership forging leadership to drive change and champion new projects.

Manufacturing/5,000+ people



### pwc

12 year partnership supporting emerging leaders and partners to sustain the business.

Professional Services/1,500+ people

### CAFFÈ NERO

Helping leaders unify a diverse workforce and excel in quality, service and growth.

Food & Beverage/4,000+ people





“...what makes the Leadership Trust distinctive and the best in the world, is the fact that it is so immersive and so interactive and you don't know what it going to happen next...”

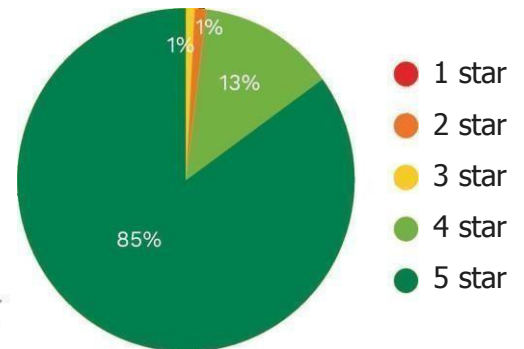
**Stephen Martin**

Director General of the IoD

Read more case studies at [leadershiptrust.co/insights](https://leadershiptrust.co/insights)

# Don't take our word for it Trustpilot

Excellent  based on 123 reviews 



I found this course incredibly rewarding and came away thinking it was in some ways one of the best experiences of my life. The challenging and immersive nature of the course ensures you learn a lot about yourself and others in the week and I'd highly recommend it to others considering a forward thinking leadership development course. It has enabled me to better understand myself and my impact on others and therefore how to better approach situations in my professional and personal life. The design of the course, facilitators and course leader were first class.

**Rachel**



I was a bit sceptical prior to attending this course as I had been on a number of "leadership" courses previously. My scepticism soon dissipated after joining the team at Ross-on-Wye. The venue is great, the team are professional and extremely knowledgeable and the course itself is completely inspirational. Be prepared for a physically and emotionally draining week but it is beyond comparison to anything else that I have ever done. I would thoroughly recommend any leader who wants to stretch themselves and grow, to attend this course with this company. In my opinion, worth every penny.

**Trevor**



I have worked closely with The Leadership Trust for about 6 years now and have always experienced great service from the entire team. My dedicated consultant is not only an ambassador for the Trust, but also a true mentor of personal development. The courses the Trust provides are thought-provoking and insightful. In addition to dedicated courses, the Trust also provides networking meetings and studies that allow you to keep up to date and in constant control of your development. I recommend the Leadership Trust for anyone wanting to understand their leadership potential.

**Nairn**



I can honestly say that this was the most enlightening leadership course I've experienced. It's fully immersive, Apprentice-like in its range of tasks, with highly intuitive course leaders. The peer feedback was a real eye-opener, quite emotional at times, and has made such a positive difference to my thoughts on leadership and my leadership style. I can't recommend this enough.

**Martyn**



TrustScore of 4.8 out of 5



**We look at your business through the three lenses of leadership - your people, teams and organisations**  
**By considering all three together, and what connects them, we shape a fertile culture**

## Organisational capability



Shaping a fertile culture to align your people, leaders and teams behind a common purpose, and prepare the ground for new ideas to take root. This will help organisations who have:

- An unclear purpose and direction that leads to conflicting priorities.
- Leaders who haven't acknowledged necessary changes in their own behaviour
- A top-down leadership style that prevents honest conversation about challenges
- A lack of coordination across businesses, functions or regions
- New leaders or investors struggling to increase the pace of change

To discuss how we can help you contact us on **01989 767667**  
or email [info@leadershiptrust.co](mailto:info@leadershiptrust.co)

## Team achievement



Building trusted relationships and aligning diverse skills is key to teams achieving a shared goal faster. This will help your teams:

- Encourage trailblazing new thinking and innovation
- Create and drive change
- Improve their performance
- Improve the way they operate in mobile and distributed environments

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