

Training Outline

5-Step Next Level Leadership and Growth Programme

A World Class Development Programme For Leaders and Emerging Leaders in Uncertain Times

This course is formed of six two-hour sessions to be delivered over a six week period culminating in a total of twelve hours learning from a combination of live and online peer-to-peer sessions for Business Leaders and Emerging Leaders striving to grow their business and leadership skills in a sustainable way.

I. Learning Objectives

The following objectives should be outlined at the onset of the course in order for participants to work towards these specific outcomes.

- Decide to engage the organisation and get feedback on a commitment by individuals and groups
- Map from current reality to an intended preferred life
- Identify patterns, habits, experiences and behaviours that are perceived to be obstacles to growth
- Explore new experiences to enable change and growth including: self-interest, incentives, power, and motivation
- Formation of autonomous, self-organising groups that engage with leader groups to co-create expectations
- Use of SMART Shaping of Improvement Goals and Commitments to test assumptions made in Step Two to form a change agenda
- Map and track work practices and management actions
- Identify growth challenges and willingness to commit to change and improvement
- Test further collective and individual assumptions informing current growth problems

II. Achieving Learning Objectives

The Learning Objectives will be discussed and worked towards through a combination of small group and 1-2-1 breakout rooms through each session to form points of discussion to bring to all participants. This type of peer-to-peer learning will give all participant the opportunity to have real ownership over their development as business leaders and give them key skills and insight from others course participants.

III. Assessment

The achievement of these learning objectives shall be decided by the course convenor upon answering of a series of questions based on the learning outcomes of each session

IV. Further Reading & References

The Development of a Conceptual Framework for Equality-Based Practice in Organizations is recommended to go hand-in-hand with the course and allows the participants to gain a deeper understanding of the process and learning objectives detailed above.