

Presented by



Becoming a Strategic Leader

2 Day Workshop

*If I can inspire them...
they will ASPIRE to achieve!
Jay Acharya*

INTRODUCTION TO ASPIRE

Aspire Consulting and Training Ltd is committed to providing results driven and innovative learning solutions adding true value to all customers to support their growth in people, processes and performance.

Aspire specialises in global consulting and learning, working with multi-national organisations and government departments across the world. We have a reputation for providing high quality bespoke and accredited programmes for our customers to support their leadership teams, strategic thinking and wide range of learning and development programmes to ensure their people are at the forefront of their sectors.

Aspire is a trusted partner to many leading organisations both in the UK and internationally. our focus on ensuring your organisation understands the return on investment it should achieve from the programmes we deliver is paramount to the success of our future relationships with all our customers.

Our unique approach to designing bespoke learning and development solutions for our customers enables us to design, in conjunction with experts in that field, a truly tailored solution that maximises your return on investment. We believe that 'one size fits no one' when designing impactful courses that are focussed on changing the behaviours of individuals to impact on business results/performance.

We deliver a vast number of training programmes with a small selection below to offer a flavour of what we do:

- Becoming Management Material
- Strategic Leadership
- The Art of Influence and Negotiation
- Sales, Marketing and Branding
- Improving the Customer Experience
- Developing a Strategic Business
- Digital Business
- Lean Process Improvement
- Project Management
- Crisis and Risk Management

Below are several organisations we are currently or have supported with their development:

- The Environment Agency
- UNICEF
- Ministry of Transport Vietnam
- Jaguar Land Rover
- Total Cambodia
- Maybank
- Exxon Mobile
- Ministry of Oman
- Western Digital
- Malaysian Airways

Our experience and knowledge of different industry sectors offers us a unique position when working with our clients, as we can explore the true heart of the business and build our relationship, your people and your business in a dynamic and proactive way.

PURPOSE OF THE PROGRAM

The leader of today has greater challenges than ever before in terms of unlocking human potential in their organisation and delivering results. This programme will help you achieve those aims and help you initiate and manage change more effectively.

In today's world, one of the main aims of the leader is to develop the capability of the organisation to handle change and the challenges of the future even if those challenges have yet to be discovered. Leading in the organisational setting is becoming increasingly difficult because of the increase in regulation in all sectors and the risk of litigation.

All organisations need leaders who can handle these challenges effectively, in particular the complexities of organisational life. At the same time, people who feel they are led effectively from the top find it easier to cope with and perform under higher pressure levels and therefore achieve the ultimate business goals

Once completing this programme your people will:

- Develop an effective strategy to achieve your business goals
- Understand the role of emotional intelligence in leadership
- Take away a practical leadership tool-kit
- Develop a more dynamic approach through enhanced strategic creativity
- Broaden your understanding of the corporate culture to increase your influence within it
- Improve your persuasion and influencing skills to achieve your strategic goals
- Learn the key functions of strategic leadership

ABOUT THE PROGRAM

This programme has been specifically designed for senior managers and those middle managers who are on the fast track to senior positions.

It is suitable for both public and private sector individuals and all senior managers, executives and directors who understand the benefits both personally and professionally of developing strategic leadership skills.

The course leader uses a broad range of learning techniques including short input sessions, individual development exercises, group work and case studies to provide a strong mix between practical training and giving a sound foundation of strategic leadership theory.

The course provides you with a unique opportunity to put into practice what you have learnt and benefit from the observations and perceptions of the other course members.

*"Leadership is less about doing,
and more about being."
Jay Acharya*

2 DAY AGENDA

Day One

Introduction and objectives

The need for strategic leadership

- The roots of leadership
- How thought on leadership has developed
- Current perceptions on strategic leadership

The leadership/management debate

- People and process issues
- The integrated approach to deliver results

Levels of leadership

- The capabilities required at the strategic level
- The difference between strategic leadership and strategy

Qualities and capabilities of strategic leaders

- Illustration through case studies
- Review of strategic capability

Developing specific leadership qualities

- A review of strategic capability using case study examples
- Developing an approach to leadership
- Reviewing the traditional and current approaches to leadership

Day One Cont.

CASE STUDY 1: Developing a leadership strategy

Understanding leadership processes at all levels

- Applying the leadership hierarchy
- Analysing the process

PRACTICAL EXERCISE

Demonstrating the theory of leadership processes in practice

Leadership and emotional intelligence

- The relationship between leadership and emotion
- The essence of organisational climate

PRACTICAL EXERCISE

Participants will work on an exercise to illustrate the theory of emotional intelligence in practice

Understanding strategic creativity

- Examining the psychological aspects of strategic thinking
- Mind mapping and other approaches to creative thinking
- Developing a creativity toolkit

2 DAY AGENDA

Day Two

CASE STUDY 2: A strategic leadership challenge

Developing a new vision and plan to transform an organisation to face future challenges based on a real-life scenario

Developing strategic leadership capability

- A review of current approaches
- Understanding the behavioural approaches
- Developing a contingency approach

Understanding corporate culture

- The structural aspects
- The behavioural aspects
- The human aspects

How leaders can change corporate culture

- Developing a toolkit for change
- Understanding the cultural web
- The link with emotional intelligence

CASE STUDY 3: Analysing leadership techniques

This practical case study illustrates how the strategic approach and the application of appropriate leadership techniques including 'split screen ability' work in a real-life scenario

Day Two Cont.

Performance aspects at the strategic level

- Developing vision, goals and objectives
- Creating corporate identity and alignment
- Working with individual influencers

Effective strategic influencing skills

- The characteristics of effective persuasive leaders
- Understanding methods of persuasion
- Profiling others

Building the top team

- The nature of the top team
- Accepting diversity and challenge

The key functions of strategic leadership

- Putting these into action
- Personal leadership planning

Identifying tomorrow's leaders

- Practical approaches
- The challenges for the future.

Programme closure

- Action logs
- Next steps
- Feedback

WHY CHOOSE US?

Aspire consultant's real-world expertise creates application rich consulting and training experiences that advanced the business priorities of your organisation.

Working globally our delivery consultants of a mix of consulting engagements, training programs and customised keynote speeches drawn from all our solutions.

Our working approach with you is very simple...

Before

We help you identify the key objectives and needs that are required to show improvement from your people and your business.

During

We share with everyone, the outcomes they expect to see. Working towards actions and behaviour changes that improve people and business performance.

After

We provide ongoing measurements of key objectives and encouragement in the communication between all people, departments and your customers.



We are fortunate to work with many different types of organisations around the world, working with many blue chip company's and also Ministerial Departments such as Education, Transport and Health in the UK, Oman, Thailand and Vietnam.

We work within manufacturing, retail travel, hospitality, finance and so many more. So we understand our clients needs.

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