

Leading People+

Meeting Today's New, Bold Challenges

In every industry, things are moving fast. New technology, new market dynamics, new client demands, and new legislation all require up-to-the minute expertise to tackle the biggest challenges your organisation faces. Your success depends upon the commitment, creativity, and innovation of the talented employees across the enterprise. These smart and independently-minded employees create great value, but can also be difficult to lead.

Leading People for Success

Leaders must be equipped with specific skills to forge engagement while unleashing innovation. For more than 20 years BlessingWhite has conducted research which shows that leaders:

- Have distinct workplace needs and leadership challenges
- Increasingly have to lead through influence and inspiration rather than authority
- Have blind spots when it comes to seeing what their teams need and where their leadership falls short
- Have specific learning preferences (i.e., multiple, shorter sessions, and access to on-demand resources).

Unleashing Your Strategic Advantage

Leading People+ is based on BlessingWhite's proven success with hundreds of leading companies, training thousands of people. It is exclusively designed to equip managers with skills and strategies for engaging and unleashing the knowledge, expertise, independence, and confidence of today's workers.

A New Continuous Learning approach

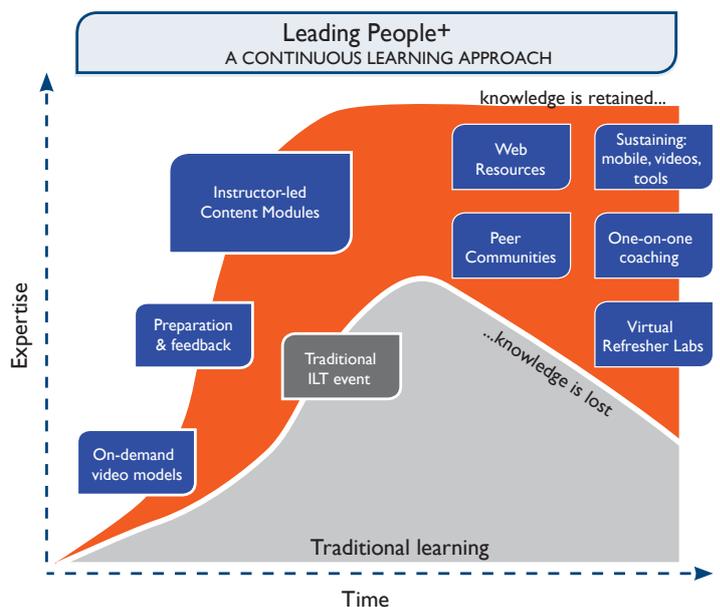
Continuous learning is the foundation of Leading People+. It uses highly effective instructor-led (classroom and virtual) training, delivered in "learning bursts" as well as a variety of media (including mobile technology, video, and even social media). Leading People+ increases the number of learning touch-points and extends them over time, place, and situation. Learning is retained, and skills are practiced using real-world situations.

Business Outcomes

- Accelerated time-to-market for new product concepts
- Reduced friction and increased productivity
- More rapid adoption and implementation of new technology, techniques, and processes
- Retention of high-value talent
- Smoother, faster transitions for people promoted to leadership roles
- Leaders who can handle increased span of control
- A culture where employees thrive and a reputation that attracts the best in the business

Key Features

- Research-based content and real-world practice scenarios for maximum relevance and impact
- Modular programme design for easy customisation and flexible implementation
- Continuous learning approach with multiple touch points to increase engagement and knowledge retention
- Assessment process for quantifiable improvements



Leading People+ - programme options to choose from

Leading People+ is a leadership development solution based on a continuous learning approach. The modular programme is easily customised to fit your needs.

Session Preparation	
Leadership Skills Assessment	Online self-assessment and feedback from up to five people with summary report
Identification of Real-world Scenarios	Identify challenges currently faced on the job for immediate application
Video Library Featuring Key Models	View models ahead of time to maximise knowledge retention and spend time in classroom working experientially
Programme Kick-off Session	Maximise learning by preparing participants, providing examples for session preparation, and answering questions
Manager Briefing	Increase impact and support participants by sharing the experience with managers and executives
Core Module — Foundations of Leadership	
Understanding Engagement	Understand what drives employees and how to move business objectives forward
Building Trust	How to create, repair, and maintain trust levels with team members and throughout the organisation
Communication Skills	How to ask strategic questions and listen actively to meet goals and build strong relationships
Communication Strategy	A structured communication framework to plan for critical conversations
Content Modules	
Setting Goals	Increase contribution by setting and supporting SMART goals
Delegating Responsibility	Increase contribution and satisfaction without micromanaging
Giving Feedback	Leverage high-performance and correct performance issues with clear, meaningful feedback
Inspiring Innovation	Unleash creativity and organisational potential through everyday innovation
Managing Change	Maintain engagement during times of change
Influencing Others	Create buy-in and advance ideas by building strong relationships and influencing strategically
Handling Resistance	Push initiatives forward and maintain relationships by handling resistance effectively
Leading Teams	Set up employees for success by leveraging the fundamentals of high-performing teams
Working Virtually	Communicate effectively across a range of communication media to a diverse, global audience
Resource Centre & learning rechargers	
Skills Reassessment	Sustain motivation and skill building with regular reassessments from team members
Leadership Toolkit	Access additional resources anytime for tips, tools, and best practices
Video Library	Reinforce key concepts with short videos available just in time and on mobile devices
Alumni Groups	Connect with peers to seek advice and share best practices across companies and industries
Refresher Labs	Reinforce learning and continue building skills with an additional virtual instructor-led session
Best Practice Emails	Receive new information, reinforcements and tips at regular intervals to keep knowledge top of mind
One-on-one Coaching	Work with a coach one-on-one for specialised help on leadership challenges
Coaching Certification	Train internal partners to support leaders as coaches

Optimising your programme

Leading People+ is a highly flexible and customisable programme, with more options to address your specific needs, challenges, and budget. Through our consultative design process we will work with you to determine the best options and tailor your programme accordingly.

BLESSINGWHITE
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