



TEAM LEADERS
The Team Performance Specialists

THE LEADERSHIP SHIFT

A transformational leadership programme to unlock your potential, push the boundaries of what you thought was possible and accelerate your transition to the next level.

WALK INTO YOUR LEADERSHIP BRILLIANCE

“A unique programme that aligns fundamental leadership development with the delivery of real, noticeable and sustainable results.”

Leaders are looking to achieve more and deliver change in an increasingly complex and uncertain world. This requires leaders to adapt from old ways of thinking and develop new approaches and attitudes to thrive.

The Leadership Shift is a unique programme that aligns fundamental leadership development with the delivery of real, noticeable and sustainable results. It draws on techniques to accelerate a leader's development journey into a few months, providing intense experiences at critical times and built around their organisational context.

For any leader to be truly effective they need to recalibrate who they are, what they stand for and learn how to be their authentic selves. Leaders will walk in to their full potential through this programme and gain a clearer sense of purpose, build their self-belief and have more focus on the outcomes they want.





TEAM LEADERS
The Team Performance Specialists

THE BIG SHIFT FROM MIDDLE MANAGER TO SENIOR LEADER

The transition from middle manager to senior leader is a pivotal one. It requires significant shifts deep within to meet the demands all leaders face in an increasingly complex world.

“We want to help create leaders who learn how to learn and can make the necessary shifts; time and time again.”

**Whatever got you here
won't get you there**

This programme is geared up to shift from middle manager to senior leader and go beyond. **Leaders aim to change things for the better.** So it's inevitable that they will need to change some of how they think and behave; on a daily basis.

We help leaders become more self-aware and build on their strengths. We understand that technical knowledge is no longer a differentiator but that an ability to engage all stakeholders with emotional intelligence will be. We know that successfully navigating complexity within flatter, more fluid organisations is absolutely key to any leader's success. We want to help create leaders who learn how to learn and can make the necessary shifts; time and time again.

We have created a programme you will not find elsewhere. We know how to create a learning environment where participants will be open to step back and reflect. We have designed a process to enable deep learning and new thinking.

We have built in ambition so that, with your drive and delivery, this programme will pay for itself within a year.



TEAM LEADERS

The Team Performance Specialists

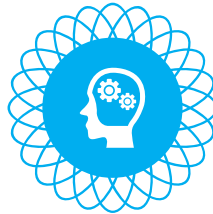
PROGRAMME OUTCOMES

The leadership shifts that you will make by attending this programme will ensure that you will reap benefits for yourself, your team and your organisation, many times over.



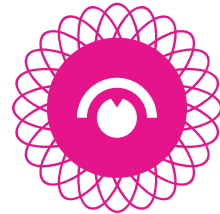
An increased self-awareness like you've never had before

Empowering you to build great relationships in service of action.



A fundamental shift in your leadership mindset

You will have more belief, energy and focus, leading to a clearer sense of purpose and more effective action.



A clear vision of what kind of leader you want to be

You will be future focused and aware of the impact you want to have as a leader, the values you will hold dear and the legacy you wish to leave.



Increased capacity for leadership action that benefits those around you and delivers commercial value

You will understand how to create great teams with a real value proposition for your organisation.



Tools and techniques to enable and sustain change across your business

You will be more confident, competent and compassionate in those areas that make the biggest difference.



A dynamic process for change that will deliver a clear return on your Investment (ROI) in this programme

You will know what to do next in order to deliver the shifts that you want.



TEAM LEADERS

The Team Performance Specialists

PROGRAMME APPROACH & ARCHITECTURE

We have created a unique programme that will accelerate results:

- Based on experience & research
- Personalised and organisationally relevant
- Underpinned by a coaching based approach
- Workplace supported
- Intensive shared experience
- Designed to deliver ROI within 12 months

01

1:1 EXECUTIVE COACHING

Initial session to build the coaching relationship, create expectations and form the development focus.

02

DEVELOPMENT SESSION

Call between participant, coach & line manger to align expectations and build a progressive working approach.

03

LEADERSHIP DIAGNOSTICS

Second 1:1 coaching session to talk through Hogan tool & leadership 360 and make sense of results and implications.





TEAM LEADERS

The Team Performance Specialists

PROGRAMME APPROACH & ARCHITECTURE



THE LEADERSHIP EXPERIENCE

4 DAY FULLY IMMERSIVE PROGRAMME			
Day One	Day Two	Day Three	Day Four
Liberating your brilliance	Leading within the system	Must win battles	Blueprint for change
<ul style="list-style-type: none"> - Your journey so far - Strengths finder - Values elicitation - Self evaluation - Growth mindsets - Unlocking potential 	<ul style="list-style-type: none"> - Delivering through others - Neuroscience & EI - Relationship mapping - Systems thinking - Navigating complexity - Leading change 	<ul style="list-style-type: none"> - Stories from the front line - Strategic mindset - Prioritisation matrix - Stakeholder analysis - Immunity to change - Identify the shifts 	<ul style="list-style-type: none"> - Storytelling - Leadership vision - Breakthrough goals - Meta cognition - Collaborative action - Powering forwards
One to one coaching			
Cohort learning culture			
ROI Tracking Tool			



MOMENTUM SESSION

In work 1:1 coaching session that supports leaders to embed new behaviours and overcome resistance and challenge.



COHORT ACTION LEARNING SET

Group support around must win battle to invite challenge, collect fresh perspectives and drive accountability for change.



TRACKING PROGRESS

Final coaching session to review progress, illustrate organisational impact and identify future development requirements.



TEAM LEADERS

The Team Performance Specialists

PROGRAMME FEATURES



WORLD CLASS COACHES

Our brilliant coaches understand the world and role you inhabit. They will encourage and push you in order to truly understand yourself — helping you to harness your leadership brilliance.



COLLABORATE WITH OTHER LEADERS FROM DIVERSE ORGANISATIONS

Each cohort is carefully balanced to offer you difference and diversity, whilst still maintaining similar desires and aspirations to learn and grow alongside one another.



POWERFUL AND MEMORABLE LEARNING JOURNEY

The difference that makes the difference. The four day immersive Leadership Experience is the centerpiece of all of our programmes, providing a powerful, shared and career defining experience with fellow participants.



DYNAMIC TRACKING AND REPORTING TO SUPPORT YOUR SHIFTS

Our development process is rigorous in its approach and theoretically considered in its delivery, while being focused on effecting a real change with clearly tangible outcomes.



INSPIRATIONAL LEARNING SPACES

Our programmes take place in stunning environments that gift you the perfect space to pause, reflect, stimulate and refresh — inspiring you to be the very best you can be.



TEAM LEADERS
The Team Performance Specialists

THE NEXT STEPS

To find out more and apply for your place please get in touch.

These programmes currently run twice a year with a maximum of 10 participants per programme.

Our summer programme will run from June to August 2019 with the 4-day Leadership Experience running at our exclusive development centre from the 2nd to 5th July 2019.

Our autumn programme will run from September to November 2019 with the 4 day Leadership Experience running in October 2019.

Fees

The fee for all seven stages of this unique programme is **£4,995 per person**. This is inclusive of all coaching, Hogan diagnostics, 360 feedback and the 4-day Leadership Experience.



Nita Shah-Evans:

+44 (0)7730 697 439

Mike Brough:

+44 (0)7595 166 104

Email:

nita@outcome-coaching.co.uk

Website:

www.outcome-coaching.co.uk