

Leadership framework

START

START:

Establishing the starting position, developing personal objectives, understanding your leadership journey so far.

- Assessment
- Establish base position

LEAD WHAT

LEAD WHAT:

Understanding the business proposition, the culture and values, the business engine and operations, the commercials and financials.

- Understanding and leading culture
- Organisational power, politics, persuasion and influence
- Commerciality: Understanding the commercial engine to maximise financial success
- The business value proposition, markets and brand

LEAD HOW

LEAD HOW:

Understanding your people and teams, recognising talent, performance and potential and creating dynamic succession plans.

- Leading self: mindset and resilience
- Leading effective teams
- Leading talent: Performance, potential and succession
- Motivation and delegation
- Building relationships: Understanding others and emotional intelligence

LEAD WHO

LEAD HOW:

Understanding your leadership style and how to maximise impact, creating space to lead, leading authentically and empowering others.

- You as a Leader: Personal values and purpose, leadership styles and prioritising leader action
- Being a role model: Personal impact
- Empowering and enabling others, coaching and mentoring
- Effective communication, personal communication style and articulating the vision
- Powerful presentation and story-telling

LEAD WHERE

LEAD WHERE:

Creating the future, looking outward, anticipating and driving change and developing executable strategy.

- Understanding vision and strategy
- Executing strategic goals
- Aligning the business with the plan
- Leading change and business transformation
- Continual improvement and innovation

LEAD ACTION

LEAD ACTION:

Embedding learning, driving personal change and effectiveness, becoming a leader.

- Developing your leadership plan
- Creating accountability
- Assessing and Measuring progress