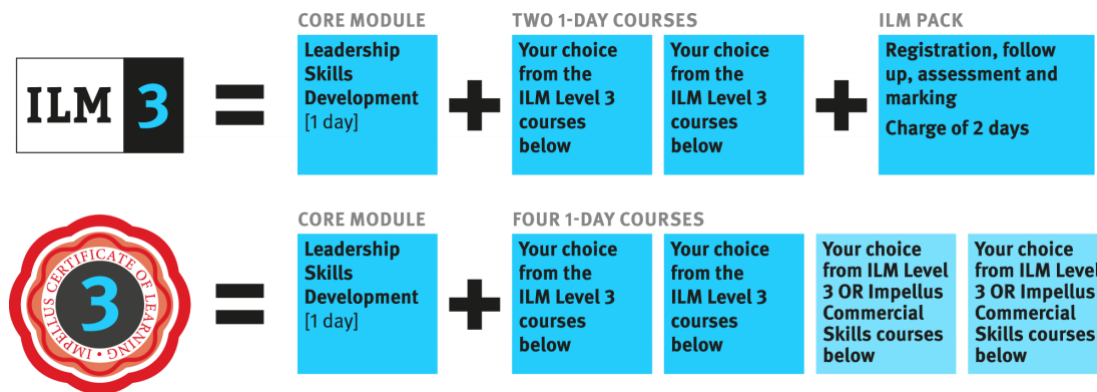


The course investigates the individual's natural leadership style and the impact this can have on their team. Delegates examine the difference between leadership and management and the importance of a balanced approach. They will discover the importance of vision, learn more about motivation and communicating more effectively.

For all dates and venues, see [here](#) or call **0800 619 1230**

This course can be taken individually or as the core module that can lead to an ILM Level 3 Award in Leadership and Management. It can also be taken as the core module for an Impellus Certificate of Learning at Level 3.



Optional ILM courses: Coaching Skills for Managers, Delegation and Time Efficiency, Developing Winning Teams, Effective Communication Skills, Managing and Appraising Performance, Managing Change and Innovation.

Optional Commercial Skills courses: Finance for non-financial Professionals, Key Account Management, Negotiation Skills & Techniques, Presentation Skills & Techniques.

ONLINE TRAINING SCHEDULE

9:30 – 9:45	Welcome, overview and introduction to the programme	
9:45 – 11:15 (inc. mini break)	<ul style="list-style-type: none"> Understanding the context of leadership and management Striking the right balance – are you leading your team? Values, beliefs and behaviours – are you aligned? The importance of dealing with poor performance <p><i>The opening session of the day will allow delegates to define leadership and management and consider whether they have the balance right to effectively lead the team. Delegates will begin to consider whether they are creating the right environment to achieve results.</i></p>	
11:15 – 11:30	Break	
11:30 – 13:00 (inc. mini break)	<ul style="list-style-type: none"> Relating Herzberg's theories of motivation to your workplace and people Understanding leadership style and the importance of flexibility Analysing your effectiveness and impact <p><i>During this session delegates will explore the facets of human motivation and how to get the best out of their teams. They will also analyse their natural leadership style and consider its potential impact in a range of situations.</i></p>	
13:00 – 14:00	Lunch	
14:00 – 15:15 (inc. mini break)	<ul style="list-style-type: none"> Clarity of communication – understanding how others may interpret our message Influencing communication based on desired outcome Generating buy-in and commitment 'Communicating by example' to avoid ambiguity <p><i>In this session delegates will examine how they can improve their communication skills to deliver the messages they intend with clarity and influence the behaviour of others. Delegates then explore how mixed messages within organisations can lead to confusion and undesirable results.</i></p>	
15:15 – 15:30	Break	
15:30 – 16:00	<ul style="list-style-type: none"> Lead by example – live your values Bringing it all together and action planning <p><i>The final part of the day gives delegates time for reflection on their leadership style and how they want to be perceived. They get to draw up their individual action plans.</i></p>	
16:00 – 16:30	Optional Q&A. Questions taken live or by email for answering later	

IN-PERSON TRAINING SCHEDULE

9:00 – 9:30	Delegate registration, refreshments, networking opportunity	
9:30 – 9:50	Welcome, overview and introduction to the programme	
9:50 – 11:15	<ul style="list-style-type: none"> Understanding the context of leadership and management Striking the right balance – are you leading your team? Values, beliefs and behaviours – are you aligned? The importance of dealing with poor performance <p><i>The opening session of the day will allow delegates to define leadership and management and consider whether they have the balance right to effectively lead the team. Delegates will begin to consider whether they are creating the right environment to achieve results.</i></p>	
11:15 – 11:30	Break and networking opportunity	
11:30 – 13:00	<ul style="list-style-type: none"> Relating Herzberg's theories of motivation to your workplace and people Understanding leadership style and the importance of flexibility Analysing your effectiveness and impact <p><i>During this session delegates will explore the facets of human motivation and how to get the best out of their teams. They will also analyse their natural leadership style and consider its potential impact in a range of situations.</i></p>	
13:00 – 14:00	Lunch	
14:00 – 15:15	<ul style="list-style-type: none"> Clarity of communication – understanding how others may interpret our message Influencing communication based on desired outcome Generating buy-in and commitment 'Communicating by example' to avoid ambiguity <p><i>In this session delegates will examine how they can improve their communication skills to deliver the messages they intend with clarity and influence the behaviour of others. Delegates then explore how mixed messages within organisations can lead to confusion and undesirable results.</i></p>	
15:15 – 15:30	Break and networking opportunity	
15:30 – 16:30	<ul style="list-style-type: none"> Being a role model – live your values The leadership challenge Bringing it all together and action planning <p><i>The final part of the day gives delegates time for reflection of their leadership style and how they want to be perceived. The session also involves a leadership challenge which highlights learning from the day – it shows what delegates really do when there's a challenge to complete! The day concludes with everybody back together to draw up their individual action plans.</i></p>	

All Impellus courses are designed to be enjoyable and highly informative. Delegates are given a welcoming and comfortable environment in which to reflect, challenge and learn. The focus is on being able to bring new skills and thinking back into the workplace.