



Delivering business success through the continuous improvement of the capabilities of people and process

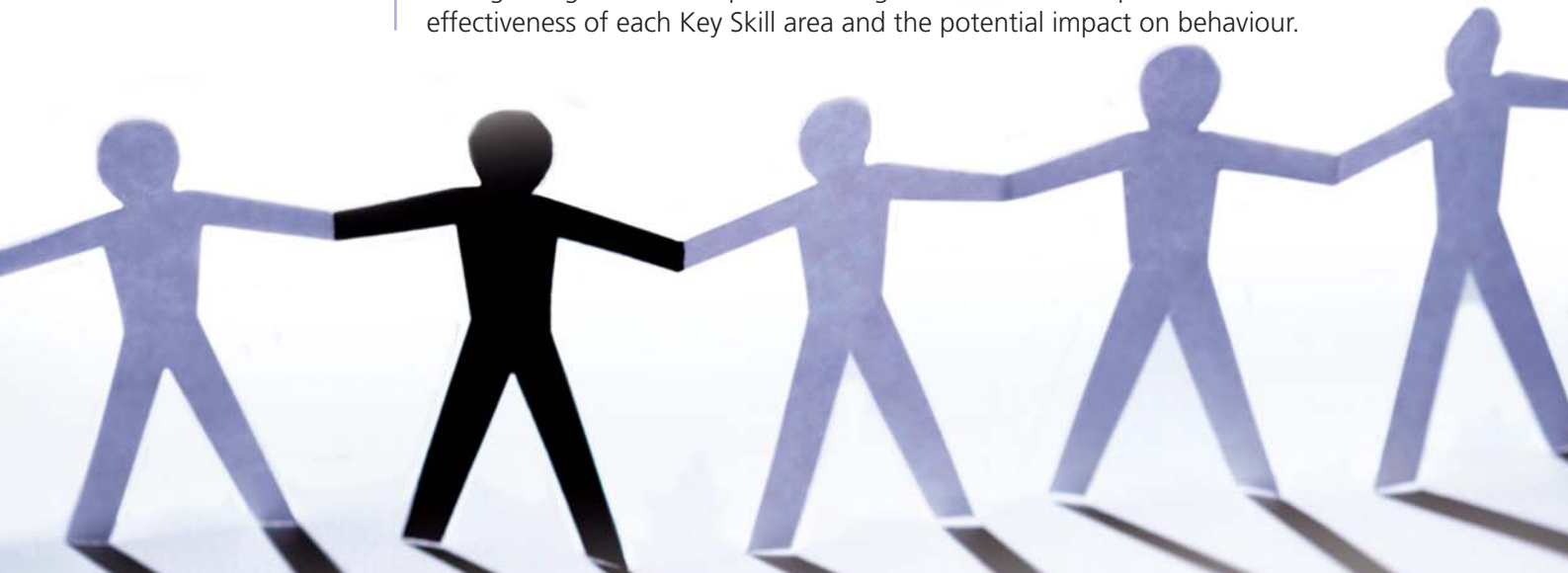
Leadership and Culture Change Programme

THE NEED:

In order to remain competitive in today's world organisations need to continually improve their processes and working practices to maximise the latest technologies and maintain profit margins. This invariably requires the engagement of the team in a new vision or strategy; releasing their talents to successfully implement change with the minimum of disruption.

THE SOLUTION:

The Industry Forum Leadership and Cultural Change Programme is designed to equip leaders of teams, change agents and engineering project/programme managers with fourteen Key Skills that will enable them to lead change effectively. The programme is delivered in a highly interactive way to allow leaders to experience these skills through a variety of realistic situations. The interactive delivery model allows leaders to develop practical solutions to the challenging situations they face in the working environment whether it is a planned or unplanned period of change. The Leadership and Cultural Change Programme incorporates recognised models to help illustrate the effectiveness of each Key Skill area and the potential impact on behaviour.





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THE PRODUCT OVERVIEW:

The Programme concentrates on the 14 areas of:

Coaching	Managing Conflict
Delegation	Motivation
Effective Communication	Perceptions of Others
Facilitation and Training Skills	Project Management
Leadership Behaviour and Styles	Team Working
Learning and Learning Styles	Team Readiness
Managing Change	Time Management

THE INVESTMENT:

The programme is either delivered over four days or incorporated with other Industry Forum products or services. The programme can also be customised to meet your specific organisational needs as you can select from the 14 Key Skills listed in the table above.

As part of a bespoke programme we also offer ongoing individual coaching or mentoring support to reinforce the deployment of the Key Skills as a link to continued professional development. The programme can be integrated with your own organisations people strategy and leadership model to help contextualise the 'change' language.

The Leadership and Cultural Change Programme concentrates on the specific skills required to improve your business. Each of the specific Key Skills can be built into a flexible programme ranging from one to five days; including project work and practical application support.

Participants may include new or experienced managers and professionals who have the responsibility for leading or working as part of a team. The programme is designed to support cross-functional, task or permanent teams achieve the skills required to implement change and develop organisational learning. The teams can include managers and professionals from all business functions e.g. Manufacturing, Purchasing, Logistics, Engineers, Sales, Human Resources, Finance and Customer Service.

THE RETURN ON INVESTMENT:

By taking part in the Leadership and Cultural Change Programme organisations will benefit from more effective team working and successful human resource management. The team members who participate in the programme will gain an insight into the skills required to lead change and work cohesively together improving cross functional communication stabilising, maintaining and improving working relationships.

Individual participants will be able to effectively implement improvements and manage change within their own work environment ensuring an effective business transformation.

NEXT STEP:

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