



# TBL present: leadership in action

## Introduction

The historian Arnold Toynbee once said, **'The whole of human history can be boiled down to three words: Challenge and Response'**

**Leaders' challenge:** a rapidly changing world, new problems, an unpredictable environment and high expectations of followers.

**Response:** Increase awareness, recognize options and take personal responsibility to improve.

## Programme Delivery

The programme is delivered to a set of leaders from a mixture of organizations. Working together over four intensive days (over an elapsed period of four months) they will look at a variety of perspectives concerning leadership. These perspectives include:

- Vision: something to be lived ...not just stuck on the M D's wall
- Strategy: a dynamic set of actions to deliver the vision
- Trust: the lubricant that makes organizations work
- Change: the learning loop that gives life to organisations
- Collaboration: the way to further thinking and improve action

- The impact of the emotionally literate leader
- How coaching and confronting releases potential

## Participants will learn in a number of ways

- Through active participation in experiential tasks
- Through theory sessions
- From each other and the exchange of viewpoints and ideas

## Programme Objectives

To develop a set of leaders who:

- are more aware of their leadership capabilities, traits and their own identity
- are adept at coaching skills
- are confident to lead rather than manage
- have a peer group who they can turn to for support
- will make significant improvements to their organisation's performance through improvements in their own effectiveness

## Audience

- High performing managers on a succession path

## Executive Summary

The Future Leaders Programme is a high impact course which combines experiential and collaborative learning and is exclusive to CEOs, business owners, company directors and senior managers.

Calling on a perfect blend of theory and practical sessions, the course has a proud track record of creating informed, confident leaders that drive business performance and bottom line results.

The Future Leaders Programmes will challenge your existing beliefs through facilitated discussion between delegates and structured exercises.

A key focus of the course is positive action and all delegates are challenged to implement the learning outcomes in their work environment and to adopt new behaviours.

## Dates for 2007

Dates for coming programme

Session 1 Thursday 26th April  
Session 2 Thursday 17th May  
Session 3 Thursday 7th June  
Session 4 Thursday 28th June

## Costs

Per participant inc of all delivery, materials, room hire, food and beverage costs  
= £795.00 ex VAT.

## Venue

Queensferry Lodge, North Queensferry

## The Future Leaders Programme in more detail

### Session 1 Vision and Strategy

- Establishing a personal vision and values
- Understanding the organisation's vision
- The importance of living the vision
- Transforming good companies to great businesses
- Understanding when we are at our career best
- What does the contribution cycle make to your business
- The dangers of stagnation and how to avoid it
- Motivation of ourselves and others

### Session 2

- The impact coaching can have on the organisation
- Understanding the role of coaching
- GROW model
- Supervised practice
- Case studies
- Role plays

### Session 3

- Emotional literacy
- Influencing others
- Powers of influence
- Confronting others

### Session 4

- Leading change
- The 8 steps for organisational change
- Why change fails
- Planning for change
- Personal action planning

## Testimonials

*'It has helped to transform me as a leader and consequently has influenced my organization. We are much clearer about what we stand for and I am much clearer about my role'*

**Phil Barton:** Owner, Starley Hall School  
Aberdour

*'This programme is of huge value to anyone in or considering a leadership role. I am not likely to forget the experience or those who experienced it with me'*

**Ian Fraser:** MD Blue Group

## The Team

Oliver Crane and Andy Burrows have successfully delivered over 1500 leadership related training days. They have worked with major organisations such as Motorola, NEC, Scottish and Southern Energy, NCR, Solectron, Raytheon, Scottish Executive and also many medium sized organisations in the Fife locality.

We have a great bandwidth of experience covering both industry sector and size. They use this experience to expertly weave in the transfer of 'leading thinking to thinking leaders'.

## Credentials

Our programmes continue to receive excellent feedback from our delegates and have been commended in external reviews from the likes of SE Fife and Novations Inc.

TBL is the Scottish consulting partner to Novations Inc, the 5th largest US based training and Development consultancy serving 70% of the Fortune 100 Companies. This enables us to deliver Novations' powerful training solutions as well as access their extensive business information and research projects.

We also have strong ties with the University of Strathclyde Business School and utilise their resources for new thinking and approaches.



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