

## Strategic Leadership – Advanced Skills for Middle Line Managers and Supervisors - Two Day Programme

### Introduction

According to Forbes, the leadership and management needs of today have changed fundamentally and here is why. In slower moving and less complex business environments the old hierarchical model that depended mostly on only a few people at the top for leadership simply doesn't work anymore. In today's more volatile, uncertain and ambiguous business battlefield, decentralized controls and leadership through networks of people at all levels is imperative for success.

One person — or a few people — simply don't have the time or resources to sift through mounds of data about their company performance, industry, economic environment or competitors. Nor do they have the time to disseminate the right data to the right people in real time. Organizations move too quickly for that model to be effective.

This means that more people within the organisation have to have the skills to take on leadership roles and therefore effective training is essential in developing mid-to-senior level managers. Because they operate at many different levels within an organisation (reporting both up and down) the skillset to manage not only teams, but also processes, is **essential**.

To ensure you meet modern business challenges and are successful in your Middle Management role there are 5 core advanced managerial skills that are needed:

1. Change management skills
2. Soft Skills
3. Reporting
4. Setting and achieving goals
5. Innovation

### Objectives

This programme aims to provide employees with the latest leadership competencies so that they can significantly enhance their leadership skills.

The use of teaching and learning techniques based on the latest educational psychology principles for adult learning ensures that each programme session will be challenging and highly effective. Join this programme and you will:

- Develop leadership competencies
- Harness their emotional intelligence to release creativity in the workplace
- Understand and practice innovative leadership
- Gain insights of their own strengths and weaknesses and leadership styles
- Develop emotional competencies such as resilience, creativity, intentionality and interpersonal connections
- Understand and practice key people skills
- Develop enhanced interpersonal relationships
- Learn to apply people skills for success in the workplace

- Become better supervisors and better subordinates

## How Companies Benefit:

The programme will focus on inspiring and empowering employees to handle a wide range of leadership situations. This, in turn will benefit the company through:

- Increase productivity as the right, consistent leadership can increase the productivity of your people.
- Retention of staff - 75% of people voluntarily leaving jobs don't quit their jobs, they quit their ineffective managers. Investing in leadership training, will reduce recruitment cost through better staff retention.
- Developing the leaders of the future by identifying those who have what it takes and provide them with targeted leadership training.
- Increase employee engagement to increase productivity through feedback. Giving feedback is a skill of successful leaders.
- Better decision-making because leaders functioning at a high level of emotional intelligence have the perspective to make informed, intelligent business decisions. For that reason alone, you can consider your leadership training investment returned.

## Training Methodology:

The training methodology is highly interactive and participative with business case studies and role play; presentations and discussion groups, analysing and discussing real life dilemmas.

## Organisational Impact:

Today's more volatile business environment means that decentralized controls and leadership through networks of people at all levels is imperative for success. The impact, therefore, of this training for the organisation will be a middle management tier that will acquire the essential competencies for innovative leadership as well as enhancing creative thinking skills for better workplace performance and therefore a return on investment.

## Personal Impact

Attendees will explore the importance of intrapersonal and interpersonal skills for enhancing innovative leadership. Using this initial analysis, the programme explores the power of individual transformation for self-development and the ability to think innovatively about their own workplace situations.

All attendees will return to their organizations immeasurably strengthened in their innovative leadership capabilities.

## Competencies Emphasized

On completion of this course, participants will have developed competencies that will see them flourish in their careers and become valued employees. In particular they will:

- Gain a comprehensive range of very practical and highly effective leadership tools and approaches that can be immediately implemented
- Return to work confident in your abilities to handle leadership challenges

- Enhance your abilities to manage the performance of your people
- Learn to apply innovative leadership to release creativity in the workplace

## Who Should Attend?

### The programme is designed for:

- Any individual in business, government, education, social aid and the military
- Anyone who is asked to lead and manage an organisation, division, department or team will return to work prepared and skilled to tackle the toughest leadership assignments
- Those responsible for: developing and implementing strategies, initiating and managing change, improving operational performance, creating and leading high performance teams and demonstrating empowering leadership

## Programme:

### Day One: The Leader's Personality Profile

- Essential people skills for Effective Leadership
- Intrapersonal & Interpersonal skills for the Innovative Leader
- Personality profiling with the LEONARD Personality Inventory (LPI)
- Your preferred behavioral style
- Let's Explore your Openness, Neutral, Analytical, Relational & Decisive behavioural tendencies
- Understanding the LEONARD Model for Innovative Leadership
- Removing emotional blindspots
- Appropriate self-disclosure
- Understanding the 26 Leonard Personality Profiles
- The Introverted Neutral & Analytical Perfectionist
- The Extraverted Relational & Decisive Exhorter
- People-Oriented Helper
- Task-oriented Implementer
- Optimizing the leader's natural strengths
- Individual transformation for self-development

### Day 2 – Essential Competencies for the Innovative Leader

- Corporate transformation through innovative leadership
- Effective skills for understanding others
- Developing competencies for effective leadership
- Resilience for sacrificial leadership
- Intentionality for self-motivation
- Creativity for Innovative Leadership
- Interpersonal Connections for persuasive leadership
- Constructive Discontent
- Integrity & Compassion for Accountable Leadership
- Developing Illumination & Verification
- Divergent Thinking Skills openness to innovative ideas

- Creativity & Perception
- Removing blocks to creativity
- Understanding the creative process
- Preparation, Incubation, for Innovative Leadership
- Metaphors and analogies for innovative thinking
- Psychology of business leadership

## Time Frame

The programme is a 2 day programme in which strategic leadership for Middle Line Managers and Supervisors will be discussed in detail with extensive use of examples, exercises and case studies to allow it to be applied.

## Group Size:

This course is designed to accommodate between 16 and 20 delegates in order to get good group work participation, interesting and varied discussions and ensure that all delegates benefit from the course.

## Language:

The course is delivered in English by a native English speaker



## Trainer's CV:

# Biography Dr Marshall Potts

Phd - MSc - B.A M Inst LM – MCIPD – MIBC - MIMC



## Personal Profile

Marshall is an enthusiastic, experienced International Business Consultant and Management Development Specialist, who is stimulated by new situations. He has extensive experience of Human Resources Management, organisational and personal development with experience in the commercial and public sectors. He is an innovative person and a good communicator who is able to define and organise strategic management approaches and ideas into action plans and to develop and implement plans to improve organisational and personal performance and learning at all levels.

With a background in Personal and Business Psychology - Transformational Organisational Change - Leadership, Management Development and Learning, Marshall has the credibility to influence senior decision makers.

He has visited and worked in over 20 countries in the last 20 years.

## Employment History

**2007 to date**

**Jasper Global Corporation  
Chairman & CEO**

Marshall was the brain-child behind Jasper Global Corporation and has overseen the Company's ongoing evolution. He also undertakes training and consultancy in the Oil and Petrochemical, Financial Services, Food and Beverage, Leisure Hospitality and Tourism industries, the Health and Care Sector, Educational Organisations, with exposure to Industrial Manufacturing and Engineering and more recently he has worked with a number of public and private e-learning development specialists. Marshall's good grasp of modern international business, learning, leadership and management practice enables him to integrate this experience and intellectual awareness with in-depth understanding of the fast changing business environment.

### Areas of expertise include:

- Business Consultancy, Management Development, Human Resources Management, Organisational and Personal Development, Time Management, Development Planning for Middle and Senior Managers, Training Systems Design, Coaching and Experiential Learning, Self-Development including assignments using an extensive array of personal self development and coaching tools, Senior Management and Leadership Qualifications Cognitive Competence, Leadership, Performance Management and Improvement. Communications Management, Communications and Cultural Change, Language Acquisition Skills, Developmental Psychology

and Cognitive Psychology, Practitioner in Transactional Analysis, Neuro-Linguistic Programming, Gestalt Theory of Perception.

**Clients:**

- Abu Dhabi Oil Company (UAE), National Refinery Company (Jordan), Egyptian General Petroleum (Egypt), Kuwait Investment Authority (Kuwait), KPC (Kuwait), KOC (Kuwait), Bahrain Oil Company (Bahrain), British Petroleum BP (UK), Saudi Aramco (Saudi Arabia), Petroleum Development Oman (Oman), Petronas (Malaysia), Libya Oil Corporation (Libya). Kuwait Investment Authority, Bank of Ghana.

**Employers:**

**2004**

**Institute of Leadership and Management  
National Consultant**

Marshall was ILM's (the largest Management and Leadership Awarding Body in the UK) National Consultant for the Health and Care Sector (Contract), with a consultant role which required him to supply specialist advice on all aspects associated with providing Leadership and Management qualifications at all levels in this sector. This included helping larger organisations both in the public and private markets gain quality accreditation as a Leadership and Management Assessment Centre. This includes providing the specialist support and advice for senior management development programmes, middle management and supervisors. It required him to interface between organisations, qualification regulators and standards bodies responsible for regulating this sector.

**2002-2004**

**AjA UK  
Executive Consultants**

As Executive Consultant, Marshall developed the idea of an international network of business consultants during the competitive times of the 1990s when a need was identified to bring together a group of like minded specialists in a collaborative and cost effective way that could provide a holistic and unparalleled level of service.

**1991 to 2002**

**University Hospitals of Leicester UHL  
Head of Education Training & Development**

University Hospitals of Leicester NHS Trust is arguably one of the largest hospitals in the UK and employs 11000 staff with an operational budget of £500m. The organisation was a merger between three large hospitals in 2000 with an international reputation for the services provided. Marshall provided development opportunities and qualifications to a broad range of professional and non-professional staff, including delivering personal development to senior managers and clinicians (Doctors and Surgeons), nursing, clinical support and non-clinical staff in leadership and management disciplines. He was also an Assessor for the NHS Graduate Management Training Scheme.

**1985 to 1991**

**Hotel and Catering Training Board  
Business Consultant**

Business Consultant specialising in the Food and Drink Leisure and Tourism Industries

**1978 1985**

**Nottingham Manufacturing  
Head of Marketing and Business Growth**

## Academic Qualifications

Marshall holds 25 different technical and academic qualifications including business, psychology, and in a range of professionally relevant disciplines.

## Professional Membership and Affiliations

- Member of the British Psychological Society (MBPS)
- Member of the Chartered Institute for Personnel and Development (MCIPD)
- Member of the Institute of Leadership and Management
- Member of the Institute of Management Consultants (UK)
- Member of the Institute of Business Consultants (UK).
- Member of and Certified Practitioner in Brain Dominance and Whole Brain Training (HBDI)

