



Burn the Feedback Forms & Ignite Action!

ARE YOU TIRED OF 'TICK-THE-BOX' LEADERSHIP PROGRAMS THAT GET GREAT FEEDBACK BUT CHANGE NOTHING?

When you do Leading for Performance programs with me, you will

- ✓ Finally find a program that goes beyond feedback forms and focuses on practical ideas that increase performance
- ✓ Benefit from my experience working with two top leaders from Harvard & McKinsey in designing Leading for Performance programs that create sustainable change and
- ✓ Create visibility around actions that boost performance, and then celebrate your success

Do leaders in your organisation struggle to

- ◆ Deliver the levels of performance needed for your organisation to go to the next level
- ◆ Have the hard conversations essential to deliver optimal performance &
- ◆ See value in attending leadership programs that are unengaging and change nothing?

fix these problems by delivering 'Leading for Performance' programs that allow your people to implement simple, practical ideas that ignite the actions that deliver performance.

KEY POINTS

9 short workshops	9 x up to 1/2 day workshops over a journey of around 6 months
Practical Application	Breaks of around 3 weeks between workshops allow participants to practically apply ideas
Who Should Attend?	Frontline managers and middle management
Delivery Mode	In-person or Live Online

Bottom line - this will allow us to make significant positive changes to support the leaders more effectively and deliver on our strategic objectives.

Baptcare

3 ELEMENTS FOR SUCCESS



BEFORE THE PROGRAM

Create the conditions for success



DURING THE PROGRAM

Deliver participant outcomes



PRACTICAL APPLICATION

Do what works



BEFORE THE PROGRAM: CREATING THE CONDITIONS FOR SUCCESS

Before the first workshop is delivered, I work with you to:

- ✓ Align the content of your program with key organisational performance objectives
- ✓ Explore suitable leadership profiling tools based on your performance objectives
- ✓ Create a written Program Plan to ensure everyone is on the same page regarding expectations



We were particularly pleased with the return on-investment, as evidenced by measurable positive change in behaviour of over 25%.



DURING THE PROGRAM: DELIVERING PARTICIPANT OUTCOMES

- ✓ The program can be delivered in person, live online, or using a hybrid model
- ✓ The program can be tailored for your organisational requirements
- ✓ Take a look below at the 9 workshops



1. LAUNCH

- Understand common challenges leaders face in delivering performance through their teams, and how the program will address them
- Learn how to complete their personalised leadership profile and
- Know what to expect in the program, and feel excited about embarking on the journey



2. THE SCIENCE OF LEADERSHIP

- Discover how science can help reveal insights for leadership greatness
- Learn how to interpret their own personalised leadership profile and
- Identify current leadership strengths and developmental opportunities



3. GIVING FEEDBACK

- Learn a 3 Step Feedback model; practice using the model in a safe environment and receive feedback on 'Strengths' and 'Options for Improvement'
- Discover the research on the ratio of positive to negative feedback amongst the most effective leaders and
- Explore the power of positive feedback



4. DIFFICULT CONVERSATIONS

- Create leverage by shining a light on the full costs of not having the courage to have the difficult conversations
- Apply the 3 Step Feedback Model in the context of redirecting feedback and explore a range of tools to plan for and have difficult conversations
- Practice using the tools in a safe environment and receive constructive feedback



5. COACHING FOR PERFORMANCE

- Learn a powerful coaching model and practice using it in a safe environment, and receive constructive feedback
- Boost core capabilities essential for effective coaching including asking great questions and actively listening and
- Identify coaching opportunities at work



6. HIGH PERFORMANCE TEAMS

- Explore some of the critical factors for building High Performing Teams
- Discover the 3 Elements of Delegation Model and Magic Questions of delegation and
- Explore the Strengths Based Leadership approach and ways to practically apply this approach



7. RESILIENCE AND BEYOND

- Discuss what 'resilience' means, and the concept of 'beyond resilience'
- Explore the costs of how most people currently approach expenditure of mental and physical energy and
- Discuss ways to manage time and energy, both in ourselves and those we lead, in order to create sustainable performance



8. INSPIRING PERFORMANCE

- Understand why Inspiring Performance is considered the ultimate leadership capability, and explore proven strategies to inspire performance in others
- Work in groups to create a Big Idea for how the organisation can support them to lead even more effectively after the Leading for Performance' program concludes and
- Decide how they want to deliver their Implementation Presentations



9. CELEBRATE SUCCESS

- Deliver their Implementation presentations in a safe and relaxed environment sharing key successes and lessons learned
- Share their Big Ideas for how organisation can support leaders even more effectively after the Leading for Performance program concludes and program concludes and
- Celebrate Success!



PRACTICAL APPLICATION: DOING WHAT WORKS

You don't invest in a program for what happens in the workshops, you invest for what happens outside the workshops. Throughout the leadership journey, participants are supported and encouraged to practically apply key ideas from the program in the breaks between the workshops, and beyond. This is done based on proven strategies that get results. The program culminates in the participants delivering Implementation Presentations, where each participant shares:

- Key 'Most Valuable Ideas' from the program
- Actions taken and
- Lessons learned.



The initial program rollout in the early years was identified by senior leadership as a key driver of improved Employee Experience results, and with this in mind we invested in a series of additional programs.

Highly recommend Jeremy; he is a trusted partner in allowing us to develop our leaders here at The City



BOOK YOUR PROGRAM



jeremy@jeremymarkdavis.com



Jeremy Davis Consulting

