

A person is walking away from the camera in a futuristic, curved hallway. The walls are illuminated with a vibrant, wavy pattern of colors including pink, purple, blue, and green. The ceiling is a curved, ribbed structure. The floor is a smooth, light-colored material.

RWE

 **andpartnership**
— LEADING FOR A CHANGING WORLD —

Lead2Inspire - Programme Launch

Outcomes for Today's Session

- Set the context for the **Lead to Inspire Programme**
- Meet your facilitator and connect with participants
- Explore the **Lead to Inspire Programme** Overview and outline
- Introduction to our style and approach
- Start thinking about how you would like to develop your leadership
- Leave with a sense of excitement about the learning experience ahead

The Context



Programme Sponsor: Maria Chiara-Lagana,
(Gas UK Cluster Manager)

Why are we here?

Why now?

Why am I sponsoring this programme?

My role as a sponsor

My experience of great / poor leadership

Who are andpartnership?

- We are very proud to work with some amazing clients across a number of sectors
- Focused on leadership development and change management
- We aim to help individuals and organisations be at their best more of the time



Hello...

Ian Kaye - Managing Director

15 years' experience of delivering management and leadership development programmes

Previously Sales and Marketing Director – Tui Travel

Vast experience of designing and delivering multi cohort programmes across different territories and languages (Superdry, Yusen, SUMO, Aptitude in the last 2 years)

Based in Leicester, UK (and a season ticket holder at Leicester City)

Two children – 8 and 4 years old (so don't ask me about sleep...)



Tim Vaughan - Senior Consultant

Tim has worked with many of organisations over 15+ years from a variety of sectors. He brings with him an array of skills from the world of personal and professional development.

He has previous experience of designing and delivering learning programmes for numerous organisations in both public and private sector

Based in Nottingham, UK. Two children – 9 and 5 years old. When not in 'Dad' mode I'm usually in training for an up-coming triathlon, gardening or watching Notts County FC.

Core Principles

Everyone is a leader –
leadership is an
attitude rather than a
job title

We are all great
leaders some of the
time – best self vs self-
limiting

Leadership starts with
the Future we want to
create – connects to
what we care about

Raising awareness
enable people to make
better choices and
decisions

Big relationships are
key to big results

People engage in
people –
understanding the
shadow I cast

Conscious practice
changes behaviour not
workshops

Our Style & Approach

What it is - a personal reflection on your roles

- Real and relevant to you
- Challenging with support
- Action and results focused
- A chance to learn from each other

What it isn't - a traditional 'training course'

- No 'role playing'
- Not theoretical or abstract
- No inappropriate personal disclosure

Participant Check In

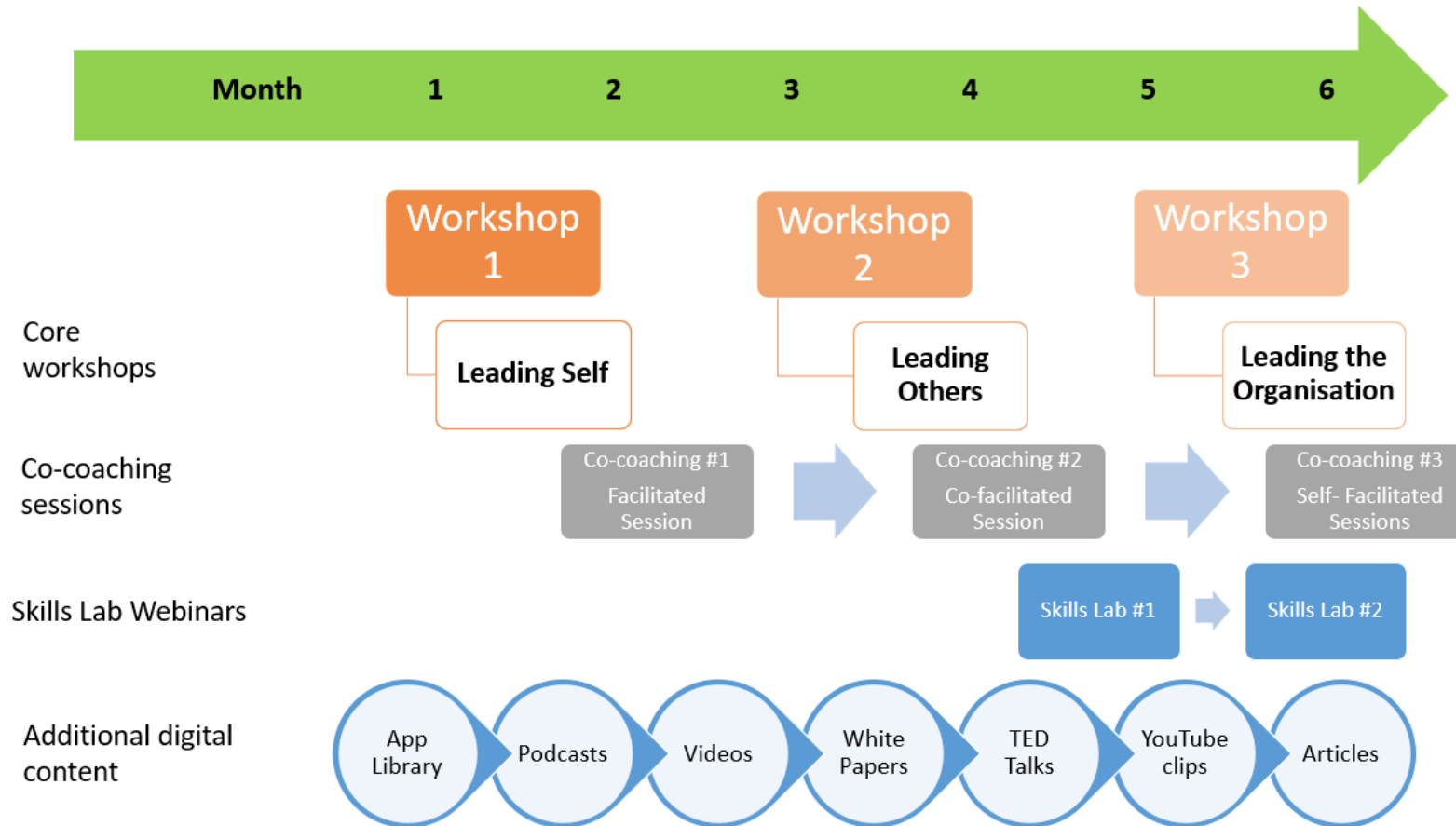
What
challenges
me leading
both myself
and others?

What do I
want to get
from this
programme?

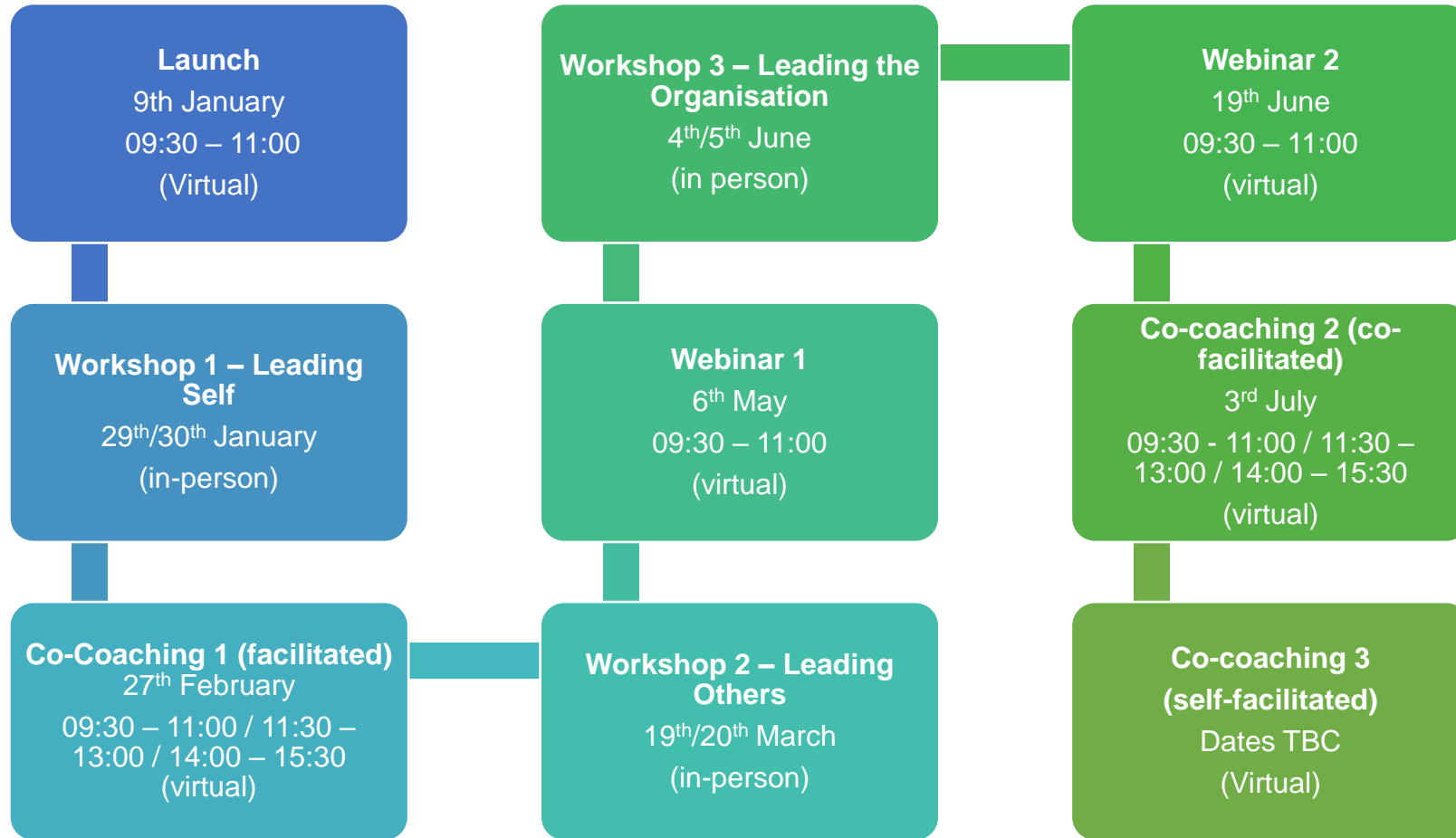
DNA and Essential Behaviours



Programme Overview



Dates for Your Diary



1. Leading Myself

Leadership isn't about being someone else it's about understanding who you are, your strengths and any possible blind spots.

Situational Leadership

Leader / Manager / Operator

Busy vs Purposeful

Your Leadership Map

Inspiring a Shared Future

Me at my best / Self-Limiting Beliefs

Personal Wellbeing

2. Leading Others

How to create a culture of ownership and accountability in our teams using coaching skills and effective feedback.

Awareness of Impact - Shadow I Cast

Building BIG Relationships

Balancing support and challenge

Importance of helping others take ownership

Feedback and Radical Candour

Coaching skills

Motivating my team

3. Leading the Organisation

Leadership doesn't happen in a vacuum. The ability to build networks, to influence and to engage others is key to success.

Leading Organisational Change

Leading leaders

Importance of Engagement & Influencing Others

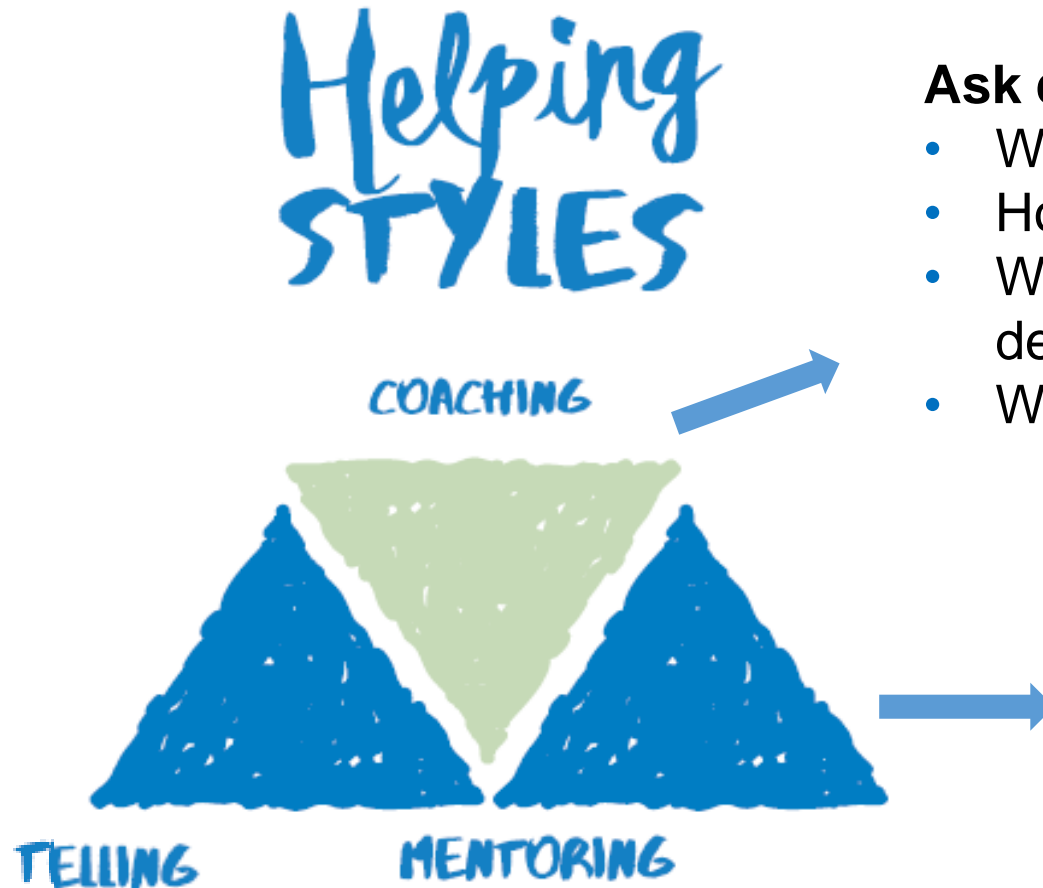
Conversations for Delivery

Building Cultural Awareness

Inclusive leadership

Actively collaborate - What's next?

The Role of Line Managers



Ask questions and be curious:

- What insights have you gained so far?
- How is your on-going development?
- What, if anything, is blocking your development?
- What do you need from me?

- Share your experience
- Pass on advice if asked for

Expectations of you

Fully commit to the programme and your own development

Attend all the sessions

Be open and honest

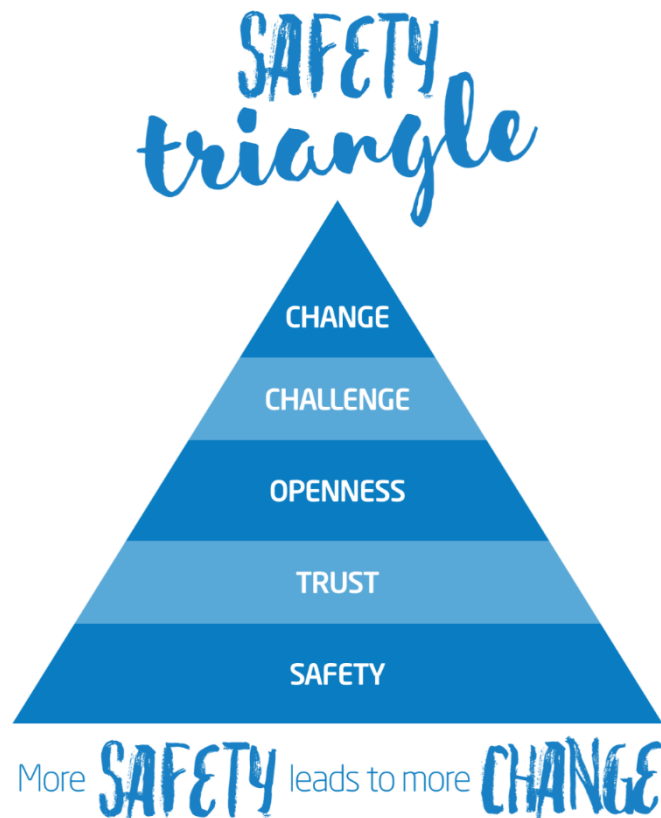
Ask for help when you need it

Challenge yourself – go to the edge of your comfort zone

Complete the conscious practice between sessions

Building Blocks

Building Block 1



Building Block 2



Break Out Room Activity

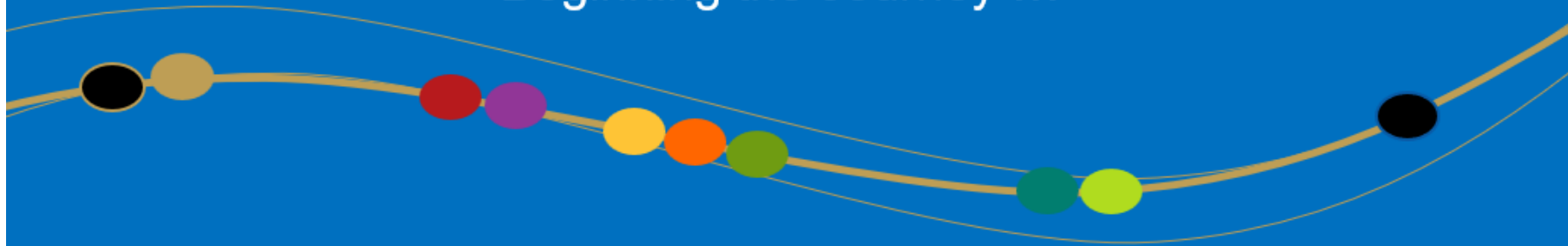
From what you've heard so far:

- What am I excited about?
- Any fears / uncertainties?
- Set an intention - What specifically would you like to 'work on' during this programme?
- Anything I need to know more about?



Insights Discovery An Introduction

Beginning the Journey ...



IDA_PPT_3_enGB_Insights Discovery Accreditation Beginning the Journey PowerPoint

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Any Questions?

Actions before Module 1

- **Ensure all dates are in your diary** - inform Peter/Laura of any potential issues
- **Set up 1 to 1s with line manager** - to discuss your leadership 'intention' and anything else you want to gain from the programme
- **Complete Pre-programme questionnaire before workshop 1** – 29th January
- **Complete Insights Discovery Evaluator** - This should take no more than 15-20 mins, look out from email from Laura Hicks