

## What is effective Leadership?

- In changing times clear, inspiring leadership becomes ever more important. Your workforce, however capable and motivated, will not succeed without clear direction, vision and a good example to aspire to.
- Many leaders are promoted due to their technical competence. But their people skills might not be at the same level. This can impact on profitability.
- To succeed at a senior level, management and leadership skills and behaviours, as well as commercial business skills, are essential.

## We can help you to...

- Develop people-focused leadership skills (helps retain the right employees, improve productivity);
- Maximise the value of your people spend; and
- Embed solutions with transferred knowledge, avoiding 'consultant dependency'.

## Our expertise enables you to...

- Deliver a leadership programme with clear learning objectives which relate to your organisational needs;
- Develop innovative solutions to development needs relevant to your context;
- Embed models and techniques for a standardised approach to leadership, using a toolkit and practical, real-life based exercises;
- Develop a coaching / mentoring programme to offer tailored individual development; and
- Evaluate your programmes to evidence results on investment.



## The process

- Establishing the development need. This can include designing and delivering development centres, based on valuable competencies.
- Using profiling and various diagnostics, such as conflict management, emotional intelligence, problem solving and innovation.
- Designing briefing and marketing materials to promote the programme internally.
- Taking a multimedia approach to development, including videos, actors and blended learning.
- Offering Institute of Leadership and Management accredited programmes or an organisationally specific ILM endorsement or award.
- Administrating and managing work-based projects online; facilitating action learning sets.
- Coaching individuals: transferring learning to work.

*"Always relevant, engaging and fun, tailored to our needs and concerns. Everything we've addressed has been helpful and linked to practical application – instantly useable."*  
**Participant, Amnesty International UK**

## For more information on Management Development:

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### Your Reward, Development & Performance Partner

- Assessment & Development
- Career Management
- Coaching
- Competency Based Interviewing
- Competency Frameworks
- Customer Service
- Employee Engagement
- Equal Value Compliant Pay
- Independent Job Evaluation
- Job Family Modelling
- Leadership Development
- Outplacement
- Performance Management
- Recruitment Coaching
- Reward Strategy
- Salary Benchmarking