

# YOUR LEADERSHIP > YOUR FUTURE

LEADERSHIP DEVELOPMENT PROGRAMME

## GREAT LEADERSHIP STARTS WITH YOU

Join us on the **Your Leadership : Your Future** leadership development programme. Enjoy a practical approach to support you to develop, grow and achieve your leadership potential.

### Why this leadership development programme?

This is an interactive leadership development programme for people who are looking to develop further as an effective leader. It has a focus on action and change that you will be able to implement into your work and life right away.

**Your Leadership : Your Future** is a programme focused on the whole person and not just the leader, and because it's about you this isn't learning you can get from a book. Our experience shows that it is rarely skills and knowledge that get in the way of successful leadership and it is often more about mindset and behaviours.

It is a programme run across three months and designed to fit into a busy schedule. One where you can share experiences, extend your professional network and work closely with two professional leadership coaches.

## Programme content and outcomes

Each programme runs across three months and is delivered online. The programme consists of three development days, three 1-2-1 coaching sessions and a full 360 review. The programme will follow the **Your Leadership : Your Future** development cycle, with each stage building on the previous one. Our experience has shown us that this cumulative process enables you to build on your understanding of your current situation in order to inform your future direction.

The programme will help you to understand the behaviours and approaches which may be helping or hindering your progression and performance, while also building on your existing knowledge and skills.

The content will be delivered via a mixture of inputs from the leadership coaches and practical exercises.

***"We believe the best way to learn and really commit to making change is to ensure that the learning is based on reality."***



## Day one - You as a person and as a leader

## Day two - Your development as a leader and the use of coaching

## Day three - Your vision, building support and developing actions

### Self-awareness and management of self

- > Develop a deeper understanding of yourself as a person and as a leader
- > Identify your key strengths and areas for development
- > Recognise the impact of your mindset and behaviours
- > Discover your authentic leadership style and its impact

### Leading Others

- > Gain an awareness of leadership techniques and management styles
- > Learn how to flex between managing and leading
- > Prioritise the leadership skills and behaviours that you want to work on and how to develop them
- > Discover the benefits of a coaching approach to leadership

### Effective Leadership

- > Understand your role as a leader in creating highly effective teams
- > Recognise the importance of developing your own support network
- > Understand how you can work confidently with your stakeholders
- > Develop and practice key coaching skills

### Inspirational Leadership

- > Discover your passion and motivation and how to ignite this in your team
- > Develop and communicate your vision, strategy and goals
- > Understand the importance of communicating and collaborating with influence
- > Identify key strategic actions and go away with a clear, challenging action plan for yourself as a leader

## Who the programme is for

Whether you are booking for yourself, or arranging for your colleagues, the Your Leadership : Your Future programme is particularly suited for people who all share a common objective - to understand themselves better and further develop their potential as a person and as a successful leader.

The programme is ideal for a wide range of people:-

- > Middle Managers
- > Heads of Department
- > Team Leaders
- > Project Managers
- > New Leaders
- > Small/Medium size business owners

***"If you want to find out more about yourself as a person and as a leader and develop your potential then join us on this programme."***

## Dates

Your Leadership : Your Future programmes run on a regular basis. They can also be bespoke to your organisation.

Please contact us for more information.

## How the programme is delivered

***"We have designed a practical, challenging and supportive online programme that allows you to really understand the journey from where you are now and to where you want to be."***

- > A personalised 360 feedback assessment to gather insights
- > A 1-2-1 pre programme online meeting with a leadership coach
- > Three full development days over three months
- > Three 1-2-1 leadership coaching sessions between development days and at the end of the programme

The development days will be a mix of inputs from the leadership coaches and group participative activities alongside individual, pair and small group work.

The 1-2-1 coaching sessions are an ideal time to work on your goals and also to catch up with your leadership coach. The leadership coaches are also available for general support between the development days.



## The leadership coaches

Your Leadership : Your Future is facilitated by experienced business leaders and leadership coaches Antony Allen and Andrew Coates.



### Antony Allen

I am an independent leadership coach currently based in Jersey in the Channel Islands. I have over 20 years experience of coaching, mentoring and developing teams and have worked in a wide range of roles including Managing Director, Chief Operating Officer and Board member. I am a qualified leadership and executive coach (ILM Level 7) and member of the Association for Coaching.

Although my titles and qualifications might give me some credibility, I am most proud of living my values and my ability to support and develop others to be the best they can be. I build strong relationships based on openness, honesty, support and challenge, and have an action focused approach to coaching and leadership development.

My vision is based on the quote *"I alone cannot change the world, but I can cast a stone across the water to create many ripples"*. It reminds me that there is always something I can do to make a difference, and my aim is to support others so that we can create even more ripples and make a bigger difference together. My approach to coaching and leadership development is collaborative and involves working with attitudes and behaviour, not just the more traditional focus on skills and knowledge. While it is important to know what we should do and how we should do it, I firmly believe that understanding why we do things the way we do them, or why we might avoid doing them is essential. This level of awareness allows us to set clearer goals and develop actions that create meaningful and sustainable change for ourselves, our teams and our businesses.

### Cost

The programme is priced at £895 per person – the equivalent of only £30 an hour for all the CPD that you will receive.

The costs include the 360 feedback, all course materials, three full development days and three 1-2-1 coaching sessions.



### Andrew Coates

I am a qualified leadership and executive coach (ILM Level 7), with over 25 years' experience of developing both people and organisations. Based in the South West of England, I work throughout the UK. I coach at all levels, and work with individuals and businesses to unlock their potential and help them to achieve their goals.

I've always enjoyed working with a wide variety of people throughout my professional life, and continue to be motivated by the growth and success of individuals and organisations. It's that very same collaborative and partnership based approach, that now underpins the relationships I enjoy with every client that I work with.

Before becoming a leadership coach, I worked across a number of sectors from events and education to employment and skills. Working in the private, public and third sectors. Focusing on leading strategy, sales and marketing, communications, learning and development, and change management. Each role that I performed during that time – from leading and growing small businesses, to working as part of senior leadership teams in large companies – was within organisations that inspire people to develop their potential. This has been very important to me throughout my career, and it is that passion, combined with my range of skills and experience, that now runs throughout my leadership coaching and leadership development practice.

My vision is simple – I want to make a difference.

### Get in touch

Places on the programme are limited to ensure individual focus and group collaboration.

To apply please complete the online form at [www.amccoaching.co.uk](http://www.amccoaching.co.uk).

For all enquiries and if you would like to talk about the programme in more detail please contact Andrew Coates on 07917 707461, email [andrewcoates@amccoaching.co.uk](mailto:andrewcoates@amccoaching.co.uk).

Bespoke programmes can also be organised for organisations.

We look forward to working with you.