

PROFITABLE LEADERSHIP

Designing your **bespoke leadership programme** requires significant consultation with you, our client to understand your key business drivers and objectives. It is important to us that you are comfortable that there is a good 'fit' and that you trust our ability to collaborate with you and deliver results. To ensure relevance and visible improvements, we would require to conduct some **pre-design research** to understand **customer and staff perceptions**.

Objectives;

Your programme objectives will be **jointly agreed** and the precise content will be based on the outcome of that **pre-design research** in order to address the results. This programme will therefore be **completely relevant** to your organisation's needs.

Typically, the content may cover the following subjects;

- Business case for consistent & accountable leadership at all levels
- Examining and learning from case studies of successful customer focussed organisations that consistently out-perform their major competitors financially
- Agreeing some values-based ground rules by which to work effectively throughout the programme and also for replicating within the workplace for maximum employee engagement and motivation
- Supporting and buying into your company Vision / Mission / Principles / Objectives
- The importance of teamwork across all levels and disciplines within the company and how to achieve that
- Assessing the results of the pre-design research (see above) and analysing the trends
- Workshops and discussions around the trends
- How do the trends compare with other organisations?
- Leadership skills required to address the trends (building on the positives and agreeing tangible actions to address any 'blockers' to business success
- Giving and receiving feedback to understand how different leadership styles impact on peers, employees and customers
- Intensive action planning for visible impact and sustained positive change

Recommended Duration;

- Executive Management Team - 3 days
- Middle Management & Supervisors - 2 days

Important Note;

We want to ensure at all times that our clients are fully supported and that they receive a **return on their investment** for the commitment that they make. This type of training and development requires true commitment from the highest level in the company and we recommend that both parties are satisfied that the time can be made available to build a trusting working relationship before the design phase begins. MB Consulting Ltd will undertake a period of FREE consultation at the outset to ensure that you are satisfied that our recommendations will fulfil your strategic leadership objectives.