

Collaborative Leadership Programme

Example Structure



Coaching Session 1

Day 1

Developing your leadership style

- Exploring leadership qualities and capabilities
- Developing your own authentic leadership style
- Aligning your role with your values

Day 2

Personal resilience for you as a leader and supporting those you work with

- Exploring leadership qualities and capabilities
- Developing your own authentic leadership style
- Aligning your role with your values

Coaching Session 2

Day 3

Values and Beliefs

- Understanding personal values, empowering and disempowering beliefs as leaders and for your teams
- Working with other peoples' values and beliefs 'maps', using values to align groups
- The evolution of values in organisations and individuals

Day 4

Personal resilience for you as a leader and supporting those you work with

- Working with peoples' motive drivers
- The Drama Triangle - and how to get out of it!
- Understanding and working with some issues high achieving people may experience- Mindset Theory, Social Anxiety, Imposter Syndrome.
- Differences in working styles, how to adapt yours and support people to change
- Team behaviours and group development

Coaching Session 3

Day 5

Enabling change and growth

- Formula for behavioural change
- Promoting and role modelling positive behaviours
- Common coping strategies
- Handling difficult situations
- Teaching skills to others using the 4Mat model

Day 6

Conversational coaching and development planning

- Using a variety of linguistic interventions including framing, precision questioning, reframing and temporal reframing to support and empower everyone you work with.
- Pulling together a bespoke leadership development plan

Coaching Session 4