



# AUTHENTIC LEADERSHIP PROGRAMME

## Programme aims

- To inspire delegates to 'raise the bar' for their own leadership through:
  - Exploring what Authentic Leadership is;
  - Explaining emotional intelligence and how it impacts upon leadership effectiveness;
  - Understanding their own EQ (emotional intelligence) and how it can impact their personal leadership;
  - Offering them approaches and techniques to aid their development as leaders;
  - Evaluating and defining their leadership style.

## Core content

- Using a personal profile that assesses their emotional intelligence (the cornerstone for authentic leadership) delegates explore their:
  - Intra-personal abilities of self-awareness, self-management and self-motivation, and then their
  - Inter-personal abilities of empathy and social skills, using a combination of diagnostics, group-work and facilitated discussion.
- The course culminates in each delegate sharing their personal leadership vision and how they plan to achieve it.

## Key features

- Class size of 6 to allow focused development & personalised support
- Highly reflective 2.5 day course with pre-course preparation and 2 one-hour follow-up 1:1 sessions to support implementation of personal goals.
- 2 course dinners: the first to encourage openness amongst the group, the second hosted by the relevant sponsor, where possible.

## Feedback highlights:

- "It's difficult to identify specifically what works and what does not – it all comes together at the end. It was powerful."
- "Given me the determination to try, really try to harness my emotional hijacks."
- "Excellent - had the opportunity to reflect on my leadership approach & identify areas for improvement."
- "By identifying specific actions to take, I am more motivated to do them than I would be otherwise."
- "Understanding the way I am, the way I act, and how others view me has been powerful!"
- "I think every leader ought to attend this course."

## Delegates' successes:

- "I'm really motivated; I've chosen changes that directly relate to my values/ most significant issues to ensure that I can achieve them."
- "Realised that leadership is about results and how you get there: I didn't realise the second part before the course"
- "The timing of the course could not have been better: it facilitated three significant realisations for me. My attitude towards the future is totally different since attending the Authentic Leadership course."
- "I took three major things away from the course and as a result I am managing my emotional triggers better, I have changed my approach to a problematic employee and it has worked, and I'm beginning to change the climate within my team. People have commented on the changes in me."