



Towards
Outstanding
Leadership

Towards Outstanding Leadership

**A ground-breaking development programme for
today's challenging workplaces**

Towards Outstanding Leadership



Are you looking for a development programme to stretch your best leaders, or to accelerate the learning of those with high potential for the future? Look no further...

Put simply, the aim of the programme is to help leaders who are already considered to be good in their role to understand what it takes to make the transition towards outstanding leadership, to encourage and support them in putting those insights into practice in their organisations, and to bring others with them on that progression.

How does it work?

In addition to an in-depth exploration of the underpinning research, participants benefit from exposure to a variety of other leadership and organisational development frameworks, models and practical tools to ensure that learning is relevant and highly impactful.

The relatively small number of participants (typically 8-12) enables genuine personalisation of the learning experience, and the agenda for each of the modules is deliberately flexible, ensuring that discussions can evolve and focus where there is maximum interest and benefit for the group.

The whole development process is highly personalised and practical, focusing throughout on real work issues rather than on abstract discussion of leadership theories or concepts.



“I found doing this course of more benefit than any other individual leadership training I’ve done... it’s changed the way I think about leadership” – past delegate

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How does it work?

The process extends over several months and includes:

Preparation and contracting conversation to frame the programme, agree desired outcomes, and introduce the 360° profiling tool

Module One (2 days residential) majoring on bringing the key themes from the *outstanding leadership* research to life in a highly practical way, and with a particular emphasis on enhancing self awareness, building trust and developing strong and effective relationships

Module Two (2 days residential) building further on the insights gained in module one, and the subsequent application of learning back in the workplace, with a specific focus on developing the climate for and enabling outstanding leadership in others and the wider organisation

Module Three (1 day non-residential) will review and consolidate the impact made at an individual, team and organisation level, and focus on how to maintain momentum and sustainability in the medium-to-long term

360° feedback process specifically built around the Outstanding Leadership research, conducted immediately after Module One, and again approximately twelve months later

Individual and highly personalised coaching sessions with one of the programme tutors between each of the modules

Leadership shadowing exchange activity with a participant from another organisation



“The one thing that I would do now is act more quickly, more decisively, more unequivocally than I would have done in the past, because now I have the confidence to do so”
– past delegate

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Who should attend?

This is most definitely not an 'introductory' level leadership programme. Candidates will already have considerable leadership/managerial experience and will have achieved a number of notable successes in their careers to date.

They are likely to be in a role with significant ability to influence, or be earmarked as potential candidates for a senior role or a move requiring major change for them or for the organisation.

What are the benefits?

Previous participants enthusiastically testify to the impact of the programme in areas such as increased engagement, improved team working, better collaborative relationships across boundaries and heightened leadership capability and capacity throughout the organisation.

More specifically they describe:

Increased self-awareness and confidence, allowing them to celebrate their strengths and lead with authenticity and to use this enhanced awareness to modify or strengthen current leadership practices.

A more strategic focus to their leadership including a more collaborative approach with peers, broadening their outlook across the organisation and outside it to see how they could lead across these boundaries, with an increased involvement in strategic issues and debates.

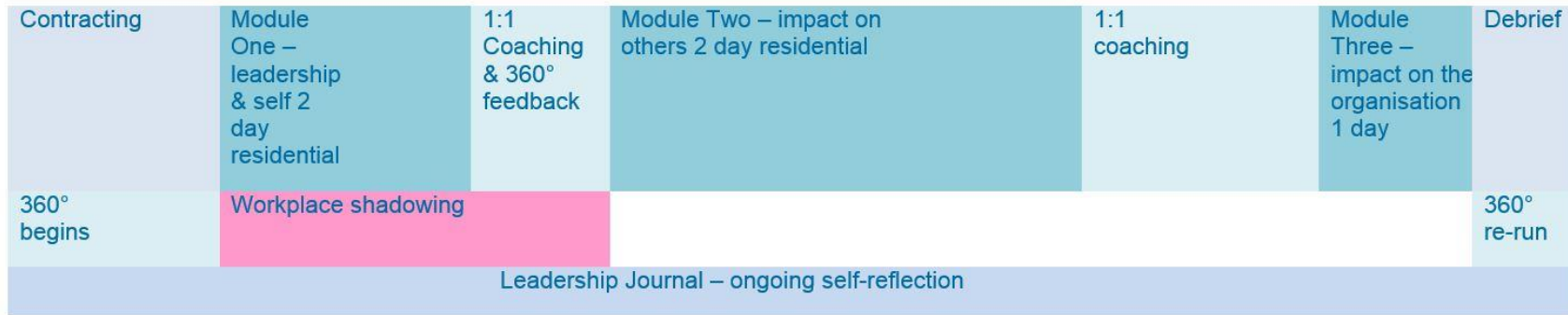
An enhanced people focus including greater visibility, devoting more time to development of others, a shift towards coaching over advice-giving, more open conversations and greater trust and empowerment.

There are also several instances of participants progressing to broader and more challenging roles which they put down at least in part to their raised profile and visibly enhanced leadership credibility amongst their managers and peers.

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The programme overview



The programme leaders

The programme is led by Towards Outstanding Leadership colleagues **Peter Wall** and **Maggie Smith**. Both are former colleagues at The Work Foundation together with Ian Lawson with whom they formed Towards Outstanding Leadership. Sadly Ian died in February 2018.

The founders are all renowned experts in their field, and ***Towards Outstanding Leadership*** is just the latest leadership programme that they have designed and delivered in careers that jointly span over 50 years of focussed leadership and organisational development.

Ian and Peter were the designers and leaders of the inaugural *Enabling Outstanding Leadership* pilot programme and so have been involved with the concept since the very beginning. Maggie was also at The Work Foundation at the time of that initial research, and shares the same depth of understanding about its implications for effective leadership development. She has been a programme coach on all of the *Towards Outstanding Leadership* programmes.

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Founding Partners



Ian Lawson

During his time at The Work Foundation, **Ian** led the flagship 'Runge Effective Leadership Programme' for many years, and also established 'The Campaign for Leadership' to promote 'Liberating Leadership' throughout the world of work. He presented at many conferences and business schools including: National School of Government, Cass Business School Centre for Charity Effectiveness, Institute for International Research, American Management Association, European Junior Chamber of Commerce and The Moscow School of Political Studies. He wrote four books about leadership and aspects of management, was on the editorial board of The International Journal for Leadership in Public Services and was a non-executive on the advisory board of the Army Recruitment and Training Division Staff Leadership School.

Peter Wall



Peter spent the first 23 years of his career in the automotive sector, initially from a marketing perspective and subsequently in quality improvement, strategic planning, product development, training and then finally specialising in leadership and organisation development. He then joined The Work Foundation in 2007, working as a Senior Consultant for eighteen months before being appointed Associate Director in 2009. He has particular expertise in working in cross-cultural, multi-stakeholder environments and spends much of his time helping experienced leaders to get the best out of their own and their team's leadership potential.



Maggie Smith

Maggie is an accredited executive coach working with a wide range of public and private sector organisations. Before this, she was Head of Events at The Work Foundation working in the Advocacy team. This followed many years in management positions in the events and hotel industries where she specialised in project management and leading diverse teams, working with blue chip organisations in delivering their visions. She studies Psychology with the OU to develop her interest in neuropsychology exploring how thinking and beliefs can be changed to help individuals reach their potential.

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Alumni

All participants of the programme are invited to join the TOLP Alumni. Members of the alumni are from organisations including:

Anthony Nolan Trust

Arts and Business

Border Force

The British Army

BSRIA

Cabinet Office

CIPD

The Department for Transport

Directory for Social Change

Financial Services Compensation Scheme

Hart Wilcox

The Home Office

HM Treasury

Hi-Lex Cable Systems Co Ltd

The Home Office

Ipsos-MORI

Macmillan Cancer Support

National Federation of Builders

Origin Housing

Plan International

Royal National College for the Blind

Safer Places

Seadrill

Shepherds Bush Housing Group

Society and College of Radiographers

Southern Gas Networks

South Hook Gas

Warwickshire Police

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Venue

The residential modules will be held at Flitwick Manor Hotel near Woburn in Bedfordshire. The cost of an overnight stay on the middle night of each of the two-day (residential) modules is included in the programme fee, as are all meals and refreshments on all three modules.

For further information please contact us at:

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Don't miss this opportunity to work with a number of already successful leaders to achieve a step change in how you create the conditions that will enable outstanding leadership and sustainable high performance to flourish within your teams and organisations.