springboard consultancy

SPRING FORWARD

Developing People Transforming Lives

Culture change needs to be driven from the top, with senior leaders taking personal responsibility and being held accountable for increasing diversity within their organisations. This does not mean simply identifying one executive to lead, but rather embedding these champions throughout an organisation so that everyone can see a clear pathway to accountability.

Spring Forward is a career and personal development programme specifically designed for people who are approaching management from team leader/junior to middle management roles or wanting to progress further in their existing management role. Delivered to mixed or single gender, the programme enables participants to fulfil their full potential by learning how to lead a team, work on management confidence & gain insight into how gender, culture and managerial issues influence communication at work.

The Key Ingredients

- 3-day workshops if delivered face to face. Remotely, the programme will be split into 6 x 3.5-hour sessions over 3 to 4 months.
- An especially written folder with background, additional information plus self-development exercises to work through, in-between workshops.
- Guest speakers.
- A system of support, for example coaching partners and/or mentors.
- Networking.
- A project to be completed within the life of the programme or soon after. The organisation needs to agree the level of the project work to be undertaken with the participant.
- Self-nomination.

FEATURES & BENEFITS

For participants:

- Maximise and realise their full potential.
- Develop and enhance their interpersonal/communication and assertiveness skills to enable them to deal with a wider range of situations.
- Gain a better understanding of the full range of qualities, skills, behaviours, experience, and roles that are expected of members of higher management roles.

For your organisation:

- Be better role models for their work colleagues.
- Improve performance and effectiveness of managerial capabilities.
- Increase confidence and able to give back to any team by being open, honest, supportive, and reflective.
- Improve teamwork – better working results.

- Learn how to present themselves positively.
  Fire the vision to their career development.
- Gain a clearer sense of direction and career goals.
  Be more resilient with a better work-life balance.
- Facilitate and support self-managed learning with participants, taking responsibility for their own learning.
- Improve and build confidence in their approach to leadership of teams, projects and leading with ideas.
- Contribute at a higher level and increase quality and productivity.
- Improve their management capabilities that will in turn bring results in areas that is required.
- Be more result oriented and strive to come up with ideas to improve business needs.
- Not hold back and will have an active desire to learn, better themselves and the ompany.
- Make sure that doors are not shut and open to ALL employers for every opportunity.

SESSIONS & STATISTICS

Sessions Covered in Spring Forward Include -

- You are your life now.
- Your past supporting your future.
- Communication styles – what are the differences and why do they matter?
- Personal power and political intelligence.
- Building your personal power.
- Overcoming the barriers.
- Putting yourself in a challenging role.
- Gaining support for your vision of the future.
- Managing energy and change.
- Leadership – of teams, projects and ideas.

SPRING FORWARD - FOR PEOPLE ON THE WAY UP!

Evaluation data tells us that:

89% feel more positive about themselves

89% feel the programme has helped them be more effective in their work

83% now feel more able to initiate solutions

82% now have specific goals they want to achieve

SPRING FORWARD PARTICIPANTS REPORT THE FOLLOWING BENEFITS TO THEIR EMPLOYERS: -

"Reaffirmed confidence in abilities and self- belief. I also gained an understanding of the skills required and to project to progress in the future and stress coping techniques to maximise performance".

"A better insight into my own capabilities that I have self- belief and I am able to evidence my strengths".

"I have become more assertive, and I know that I now want and need to improve myself personally and professionally".

Spring Forward Participants also say:

"Spring Forward has given me options and choices. I now have a clear picture of where I am going, and I feel confident about mapping a route that will get me there."

"An unexpected approach, but with uplifting and energising results for me personally. Never before have I felt so revitalised after attending a course."

"I feel more confident. Have taken new ideas back to work".

"I have discovered my inner self".

"More self- belief and not to hold back".

Accredited cpd

Phone: 0203 794 6730
Email: info@springboardconsultancy.com
www.springboardconsultancy.com

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