

# Transformational Leadership Programme



This 3 - day programme aims to provide strategic leaders with the mindset, personal growth and skills of transformational leadership.

It focuses on, and explores how to develop, the four aspects of the transformational leadership theory: Idealised Influence, Inspiration Motivation, Intellectual Stimulation and Individual Consideration.

It is brought to life and contextualised by using current organisational challenges to apply the theory and relating it to the Leadership Quality Framework.

**The course is dynamic using discussion, interactive exercises, case studies, real play with a leadership questionnaire to be completed prior to the workshop.**



## Day One

# Transformational Behaviours of A Leader

### Topics covered:

- Defining transformational leadership and how it differs from transactional leadership
- Learning from transformational leaders
- The positive impact of transformational leadership
- Exploring the behaviours of transformational leaders that engage the team
- Relating the behaviours to the LQF competencies
- Discovering your Multifactor Leadership Questionnaire (MLQ) results
- Developing your behaviours and planning your role model actions

## Day Two

# Creating And Cascading A Transformational Vision

### Topics covered:

- Exploring the environment the organisation is operating in
- Looking outside for new practices and thinking
- Considering future challenges and the impact on strategic imperatives
- Creating your compelling vision
- Cascading your vision
- Inspiring and enabling your team to deliver the vision throughout the organisation
- Managing resistance to change

## Day Three

# Growing And Enabling The People

### Topics covered:

- Moving your workforce to take a collective, collaborative and empowered approach
- Creating opportunities for challenge, creativity and contribution
- Defining and reinforcing performance excellence
- Aligning processes to the vision and inspiring continuous improvement
- Taking an emotionally intelligent approach with your direct team
- Motivating and building resilience your team through challenging times



# What Are The Benefits of Transformational Leadership Courses?

- Enable **change** and **innovation** to support strategic imperatives
- Develop an **engaged** workforce
- Create a culture of **excellence**
- A **wider perspective** of the context of the organisation
- Tools to **inspire** and embed performance excellence
- A deeper understanding their own **transformational leadership approach**

If you are interested in a **Transformational Leadership** course to develop your leaders, contact us today by calling:

**01332 527905**

Prices start from

**£3,900** for all 3 days