



The Results Driven Group

Middle Manager  
Development Programme

4 Day Open Residential Course in  
The Lake District  
or Tutor-Led Online

## Introduction

### Did you know...?

According to a recent Gallup Poll undertaken over 20 years

- Only 13% of employees worldwide are engaged and this has hardly moved over the last 12 years
- Gallup has studied performance at hundreds of organisations and measured the engagement of 27 million employees and more than 2.5 million work units over the past two decades
- Gallup has discovered links between employee engagement at the business-unit level and vital performance indicators

Only one in 10 managers has the core skills needed to be a great manager and the core skills are:

- They motivate every single employee to take action and engage them with a compelling mission and vision
- They have the assertiveness to drive outcomes and the ability to overcome adversity and resistance
- They create a culture of clear accountability
- They build relationships that create trust, open dialogue, and full transparency
- They make decisions that are based on productivity, not politics



The Results Driven Group has therefore developed a programme that is exciting, engaging and challenging. This is our Middle Manager – Management and Leadership Development Programme.

This experiential programme is delivered as a residential course at our teambuilding facilities in Keswick, Cumbria where we make use of the vista and geography of the Lake District, or as a tutor-led online course.

### Who is this programme for?

This programme is designed for aspiring or experienced middle managers, helping them to develop their skills and experience, improve performance and prepare for senior management responsibilities.

## Benefits for individuals

Use core management techniques to drive better results

- Develop your ability to lead, motivate and inspire
- Provide strategic leadership as well as day-to-day management
- Benchmark your managerial skills
- Raise your profile in your organisation

## Benefits for employers

- Encourage strategic thinking at this level of management to foster business improvement
- Engage Middle Managers with training and development— this programme is designed to provide clear, measurable benefits to career-minded professionals



## Programme overview

The four programme modules are delivered as a knowledge and skills cluster, supported by online distance learning and 1-1 tutor support by telephone and email.

This enables participants to maximise their learning with integrated assessments supported by comprehensive materials and unrivalled participant support.

For you this means that learning is transferred into the workplace immediately delivering measurable benefits and return on investment in a time and cost efficient format to drive through the behavioural change that is needed to deliver success in your organisation.

The four modules have been designed for your managers to extend their skills and knowledge and become more effective both managing themselves and their team by enhancing their management skills and developing their ability to lead more confidently, effectively and efficiently.

## Programme content

The programme is delivered in four modules over the four day period.

### Module one – Transformational leadership

The need to be able to understand the intricacies of leadership are explored and demonstrated here and a combination of leading edge theory and practical tools are used to develop your understanding of leadership and its different contexts further.

## Module two – Developmental leadership

Develops knowledge and understanding of the participant's ability to use different leadership styles by reviewing their leadership style and focuses on how to align, communicate and motivate in harmony with your organisation's values and goals through instilling a culture of performance coaching.

## Module three – Communicating success

Successful communication is the ultimate antidote to confusion, misinformation, and misunderstandings which are the precursors to problems, conflict and underachievement. This module focuses on how effective management communication is critical to achieving goals and creating a positive, effective, and successful work environment in your organisation.

## Module four – Performance management skills excellence

This session has an important focus on developing a high performing team where a culture of accountability and resilience amongst the team prevail; underpinned by developing the ability to solve problems creatively.

## Results Driven Group Certification

Each delegate will receive a Results Driven Group personalised certificate at the end of the programme.

## Programme dates and times

Dates and time for all our courses can be found on our website or by contacting us (please see below).

## Programme cost per delegate

Development Programme for Middle Managers – £1,595 + VAT

The cost includes leadership development modules, online learning materials, leadership assessments, experiential learning, registration, accreditation and certification. Accommodation is provided in the Lake District along with breakfast and light refreshments – please see full details on final page.

## In-house delivery options

We can also deliver this programme in-house for a minimum of 6 delegates – please contact us for further details.



## Flexible payment terms

We understand how tough it is out there in the current economic environment and to cater for this, we offer flexible payment terms for most of our programmes. Please contact us to see how we can help you.

## Next steps

Please contact us about dates, enrolments or other queries using any of the following methods:

Call us on 0845 094 0587

Email us on [info@resultsdrivengroup.co.uk](mailto:info@resultsdrivengroup.co.uk)

Complete an enrolment or enquiry form online

Check out our website: [www.resultsdrivengroup.co.uk](http://www.resultsdrivengroup.co.uk)

## Client testimonial

*Really useful; a thought-provoking, skill-enhancing enjoyable course; the style of presentation kept me involved throughout."*

Senior Manager – NHS

## Open residential courses in the Lake District with Results Driven Group

What makes the results driven experience different from any other residential course?

*Firstly we will start with the location...*

The northern Lake District around Keswick and Derwent Water is arguably one of the most beautiful areas in the UK. It does not matter which time of year you are there, the panorama is always changing and the views are always stunning.



*Secondly we use nature as a metaphor for learning...*

We believe that you think and work differently according to the environment you are exposed to and work in. We use all of the elements of nature to enhance the learning experience and take you out each day to experience outdoor learning...😊

All of the activities we use are safe and are tailored to the capabilities of each group.

**Earth** – the landscape around us, the Mountains, Valleys and different vistas according to the seasons.

**Air** – the different forces that the wind can create and the effect on the landscape that it has is awe inspiring!!

**Fire** – the strength of the sun and difference it can make to a view or an experience or how you feel allows you to reflect and look at things from different perspectives.

**Water** – the lakes and the rain, the background vistas that you can embrace in the different seasons make this a stunning place to learn.

### Client testimonial

*Fantastic way to learn and improve your skills. Environment unbelievable, enthusiastic trainer and the chance to meet an interesting group of people to exchange views and theories.*

Debbie Frisker





*Thirdly, the delegate experience is completely different...*

On any other residential course you would turn up at 09.30, do the course work and then go back to your hotel at 16.00. As part of the programme we spend time learning together, undertaking activities together, eating together and most of all having FUN. One delegate recently described this as homeliness and that he has never come across this type of experience before on a training course.

### Client testimonial

*A fast moving inspirational course which utilises a range of teaching methods in beautiful surroundings...*

Lisa Aitken

*Finally the networking aspect...*

This is something you can never recreate on a closed course. When you mix up clients who come from the public, private and third sectors, who have had completely different life experiences, different perspectives of how things work and job roles, then anything can happen!! It is usually pretty special and we have seen long lasting friendships developed over the time spent with us in the Lakes.

*Your accommodation and catering...*

We have 2 beautiful houses in Keswick where you will have your own bedroom. We also provide breakfast and light refreshments each day. Lunch and dinner are not included in the cost but there are many options in Keswick to buy snacks or enjoy meals out.

If you would like to see the properties, then please visit; [www.newlandshousekeswick.co.uk](http://www.newlandshousekeswick.co.uk) for further information

Hopefully this will give you an insight into why the results driven learning experience is different.

Regards

Chris Goodwin – MD – Results Driven Group