



**The Results Driven Group  
Senior Leadership & Management  
Development Programme**

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

## Introduction

This Senior Leadership & Management Development Programme is designed for senior managers and leaders who want to develop themselves as leaders and managers, who recognise they have to satisfy various stakeholders and also want to invest in their own personal brand.

They may manage day to day operations and activities, and in doing so seek to make best use of their resources, understand the need to innovate and have a constant awareness of the need to optimise performance.

They may also have to present arguments for change, construct business cases, lead change implementation and evaluate the impact of that change. These are the leaders/managers who will benefit from this qualification.



## What is required of you to take part in the programme – developing your leadership capability?

Becoming a more effective leader involves delegates in a complex process of changing behaviours, based on an understanding of leadership and on the development of a range of personal and interpersonal skills.

Simply understanding what leadership involves, or developing insight into the effect of one's own emotional state or values on decision-making, or being good at communicating with others is not sufficient, although each is a necessary component of any leadership role.

It is the synthesis of this that enables effective leaders to recognise the effect of their own behaviours on other people and on the organisation, and to manage those behaviours to achieve the goals that they have agreed.

Our Senior Leadership & Management Development Programme places great emphasis on developing this ability; if you are to continue to improve your performance beyond the programme itself – hence the results driven focus.

This is an important characteristic of all successful leaders that they can reflect on their experiences and learn from them – effective leaders are not afraid of making mistakes, only of repeating mistakes.

This ability, to learn and develop, is integral to the Senior Leadership & Management Development Programme.

## Benefits for individuals

- Puts the learner's need for development at the centre of the programme by matching knowledge and skills to the learners' specific context
- Recognises the increasing importance of networks by harnessing the power of social learning
- Encourages development of a personal brand that has impact in the internal and external environments
- Embeds leadership and management development in work at a strategic level

## Benefits for employers

- Encourages strategic thinking
- Assessment strategy stipulates relevance to the work context so ensuring immediate relevance and practical benefits to the organisation, thus delivering a positive ROI on the programme
- Motivates and develops leader/managers to create and maintain high performance cultures in any organisation

## Programme delivery

The Senior Leadership & Management Development 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.

This 'tools' based leadership and management development programme focuses on the practicalities of leadership and management from a delivery perspective and, through a series of competency based leadership and management skills assessments and experiential leadership development exercises, develops confidence within the leader.

## Who should attend?

Experienced or aspiring senior managers/directors/future leaders in your organisation.

## Results Driven Group Certification

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



## Support materials

There is a comprehensive set of online support materials that underpins the practical nature of the course, allowing delegates to explore the academic side of leadership further pre and post programme.

## Group size

This programme is limited to 12 delegates.

The ability, to learn and develop, is integral to programme.

## Programme content

- The use of action learning as a strategic leadership development medium
- Using ROI in the decision making process at a strategic level
- Engaging with stakeholders at a strategic level either internal or external to the organisation, getting buy in to change
- Organisational mapping, dealing with barriers that enhance strategic productivity
- The development of a personal brand which inspires confidence at a strategic level
- The creation of added value at a strategic level
- A range of contrasting traditional and contemporary models of leadership are considered, their research methodologies discussed and critical assessments made of them
- Ethics, values, power and authority, responsibility and accountability in leadership
- Knowledge, skills, behaviours and other characteristics of effective leaders
- Organisation type, purpose, values and culture and their interaction and their impact on the leadership role
- Characteristics of the sector in which the organisation operates and their impact on expectations of leaders; comparisons with other sectors
- The nature of the external environment and its impact on the organisation; the demands and expectations this places on leaders
- The criteria used to judge effective leadership in different types of organisation
- The behaviours associated with effective leadership in different types of organisation
- The leadership knowledge and skills that underpin effective leadership behaviour
- The effect of personal characteristics (eg personality, intelligence, emotional literacy, personal integrity and honesty, values and beliefs, on leadership behaviour
- Skills and techniques for evaluation of personal behaviour and performance

- The use of feedback and awareness of others' responses such as emotional literacy to own behaviour
- Techniques and skills in seeking and objectively evaluating feedback
- Models of reflective learning (eg deep and surface learning, ACT, learning transfer, double loop learning, Activity Theory – NB learners must have an insight into process of learning and the role of structured reflection to enable learning)
- Techniques for developing leadership in others (eg through coaching or mentoring, delegation, etc)
- Techniques of reflective learning (learners must be enabled to use practical techniques to enable a structured approach to reflection to enable learning)



## Client testimonial

*“The Trainer is full of energy and reinforced the fact that there is always an achievable solution with good communication in any given situation.”*

Area Manager – Charity

## Programme dates

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

## Programme cost per delegate

Senior Leadership & Management Development Programme – £2,295 + 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)

## 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