

Rightrack ... a little bit of magic

Strategic Leadership
a bespoke programme



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Introduction

This is a bespoke programme that examines the elements of strategic leadership in human terms, with reference to proven business models. The programme is aimed only at those leading organisations at a strategic level.

Approach

A bespoke training programme is researched, designed and delivered specifically for your needs.

We have a highly developed, sophisticated yet flexible approach for creating bespoke training solutions, which typically includes:

- **Step 1: Research & Familiarisation**
Our training specialists work with you to research the key areas that will impact the programme design and agree project objectives
- **Step 2: Confirmation of Project Activity**
Key areas of the project are confirmed in writing including all project steps, milestones, programme structure, supporting activity, timings and evaluation measures
- **Step 3: Preparation of Learning Content**
Our project team prepare the programme in-line with the above steps. The content is highly specific to your organisation and the initiatives that are key to the success of your business
- **Step 4: Implementation of Training Programme**
The programme is implemented in-line with the agreed rollout plan
- **Step 5: Project Evaluation**
The project is evaluated throughout its implementation against key measures decided upon during Step 1



Case Study

Below is an example of a programme we have designed for a client:

Setting the Organisational Context for Strategic Leadership

- Structures of organisations
- How organisations operate
- Customer supplier chains - both inside & outside the organisation
- Passion or systems – is one better than the other?
- The all encompassing culture - common organisational issues

Understanding the Power of Organisational Culture

- Identifying & understanding the four most common organisational cultures
- Identification of your organisation's prevailing culture – use of culture questionnaire
- Understanding the pros and cons of each organisational culture
- Is there a cultural link to how your organisation operates?

What are Strategic Leaders Actually Supposed to do?

- Utilisation of the British Quality Foundation leadership definition & sub criteria to look at the role of strategic leaders – in bite size chunks!
- Setting organisational direction & culture. Vision, mission, values: What are they? Where did they come from? Do we have them? Does the rest of the organisation know about them?
- Translating the vision into a strategy & a plan. The importance of having all three elements. The importance of having an integrated approach

Leading Your People to Deliver!

- Your human capital – do you invest in it?
- What is the organisational capability like? Can it deliver what it needs to?
- The importance of having an integrated HR Strategy including; diversity, learning & development, succession planning & a communication strategy
- Mobilising the troops...employee involvement
- Teams to Super-Teams
- case study 'Super-teams, a blueprint for organisational success'

Leadership Style

- A pragmatic examination of leadership competencies
- The difference between Transactional & Transformational elements & the implications on your leadership style



Programme Options

This is an in-company programme with the following options:

Available Packages:	Bespoke - We research, design and deliver the programme specifically for your needs
Duration:	Bespoke
Materials:	Folder, workbook, handouts, pen and certificate of attendance
Support:	Research - Pre-programme research visit or telephone discussion Administration - Printing and packaging of delegate materials and liaison with your chosen venue for programme arrangements. Additional administration options available Evaluation - Post-programme evaluation and a consultant's report providing feedback on the programme Righttrack Membership - Lifetime on-line post-programme support via our dedicated delegate website and access to the training consultant who will answer any questions relating to the programme
Dates & Location:	To suit you
Delegates:	Bespoke
Style:	Righttrack programmes are energetic, exciting and highly participative, which create an impact and motivate participants to learn and embrace change
Learning Methods:	We utilise a blend of learning methods: practice sessions, group workshops, scenario-driven learning, assignments, self managed learning, shared group learning, accelerated learning and structured group learning

