



Conscious Leaders Programme

Conscious Leaders – Programme Overview	
Purpose	<ul style="list-style-type: none"> • Develop a conscious approach to leadership with a focus on sustainable organisational performance • Achieve a step change in thinking patterns to enhance leadership effectiveness • Embrace the leadership ethos; leading authentically, ethically and responsibly • Understand how best to be ourselves in service of delivering outstanding results
Methodology & Content	Organisational Context & Process
<p>Methodology: Experiential and interactive using a blend of learning methods appropriate to the context. This will include individual and group work, exercises, dialogue, presentations and coaching. The methods and materials are designed to raise awareness of the impact of our thinking and how it drives behaviours.</p> <p>This enables participants to make a more conscious choice about how they think and behave as leaders. Participants are encouraged, challenged and supported through personal coaching between modules, to deepen the learning back into the workplace.</p> <p>Content:</p> <ul style="list-style-type: none"> • The Conscious Leader's Journey – an illustration of the leader's inner and outer journey to achieving sustainable change • Operating System of Performance – achieving outcomes rather than reacting to problems • My Leadership Map – a leader's identity, values, beliefs and assumptions • The Leadership Circle™ 360° profile tool – measuring the what, the why and the how of authentic leadership • The Conscious Leader Toolkit – Inspirational and authentic leadership techniques for relating to self and others building and maintaining powerful relationships 	<p>Organisational Context: Our approach is to understand the context in which in the programme will be delivered. This ensures the programme is aligned with and supports strategy, is relevant to cultural needs and directly creates value.</p> <p>The programme can be referenced against the competency framework within the organisation or against a bespoke framework developed specifically for the client.</p> <p>Typical Process:</p> <ul style="list-style-type: none"> • Diagnostic review of organisational and individual situation • Bespoking of programme to meet commercial and organisational requirements • The Leadership Circle™ 360° profile tool • Conscious Leaders workshop is ideally run as a 2-day residential. Day 1 – The Conscious Leader Concept (including 360° profile results), Day 2 – The Conscious Leader Toolkit with optional Day 3 – Conscious Communications (performance dialogue/dealing with conflict) • 4 x ½ day practice and build sessions, co-designed with the client (typically - coaching, change, performance, review) • 6 x 1hr coaching sessions to focus on the outputs of The Leadership Circle™ 360° profile, plus the learnings from the sessions in order to support the individual's leadership journey
Evaluation Criteria	<p>Participants will:</p> <ul style="list-style-type: none"> • Understand and take responsibility for the impact of their leadership style on themselves and others • Be aware of their default responses and committed to practice and expand their leadership toolkit • Develop strategies and increase flexibility of response to release potential to enhance performance • Create a personal leadership development route map