



LEADERSHIP AND MANAGEMENT CENTRE

“SOME LEADERS ARE BORN GREAT, SOME ACHIEVE GREATNESS AND OTHERS HAVE GREATNESS THRUST UPON THEM”

DEVELOPING THE EXECUTIVE LEADER

According to studies by Blanchard and Hersey, great leaders are those who adapt their style to manage differing people and situations. Whilst some leaders are naturally supportive or use a coaching style, others prefer to direct and delegate. However, a leader who delegates to a team member that needs a more supportive approach risks not only causing tensions and poor performance, but even low morale and high turnover. Adapt your style to get the most out of people and situations.

For many years Daniel Goleman's work has been used by organisations to improve performance and identify high potential leaders, as his research recognises that great leaders have high emotional intelligence.

Unleash potential and inspire your team to be the best they can be by adapting your leadership style and controlling your emotions, handling relationships and motivating people through an awareness of the needs, concerns and feelings of others.

To learn more book on our 1 day 'developing the executive leader' course for only £315*, on 6th September 2012.

VISION, VALUES, STRATEGY AND STRATEGIC THINKING

Managers who have clear vision tend to be those who end up as the leaders setting the mission to achieve the vision.

Vision is an incredibly powerful motivation tool for organisations, without which the chances are there will be a lack of understanding and lack of consistency resulting in a lack of drive and therefore a lack of achievement.

Think more strategically, make your business stand out and improve success by providing clear vision and direction supported by a clear strategy that improves performance.

To learn more book on our 1 day 'vision, values, strategy and strategic thinking' course, commencing on 20th September 2012, for only £315*.

BUSINESS CONTINUITY, CORPORATE RISK AND DECISION MAKING

Business continuity management improves resilience, reduces the financial impact of incidents or disruptions and increases the chances of survival in the event of a disaster, improving your recovery capability.

Proactively identifying and putting in place strategies to mitigate risks is a key trait of excellent leaders, without which 'if you have failed to prepare, be prepared to fail'.

Identifying and resolving potential and actual risks can also help you to make informed, evidence based decisions to grow your people and your business, ensuring success.

To learn more, why not book on our 1 day 'business continuity, corporate risk and decision making' course? Commencing on 4th October, for only £315*.

TOP 10 TIPS FOR MANAGEMENT EXCELLENCE

- Adapt your leadership style
- Control your emotions
- Unleash potential
- Encourage creativity and innovation
- Provide clear direction and vision
- Network and communicate
- Act with integrity
- Manage finance
- Negotiate and influence win-win outcomes
- Mitigate risk and make informed decisions

LEADING ORGANISATIONAL CHANGE

In the words of Darwin 'it is not the strongest species that survive, nor the most intelligent, but the ones most responsive to change'.

The business world is continuously changing, so in order to stay ahead of the competition, businesses need to promote a culture of continuous improvement, encouraging creativity and innovation, expanding networks and communicating openly and transparently.

Peoples' response to change and coping mechanisms can vary dramatically. Especially bearing in mind that people are the number one asset of successful businesses, appropriate management of change is crucial to ensuring buy in and maintaining morale and high performance, whilst proactively adapting to market conditions.

To learn more book on our 1 day 'leading organisational change' course, delivered by our experts who are also published authors. The course commences on 25th October 2012, and costs only £315* per person.

CONFLICT MANAGEMENT, NEGOTIATING AND INFLUENCING

Culturally diverse teams are more creative than homogeneous teams because their creativity enhances their decision making and problem solving ability. However by its very nature, this diversity can result in higher turnover and increased conflict due to the friction that occurs in heterogeneous groups.

Understanding your conflict-handling style and how this can affect dynamics together with an ability to build rapport will help to resolve difficult situations and improve working relationships.

Furthermore seeking to influence and negotiate win-win solutions not only builds strong relationships in comparison to bargaining which can lead to short term gain only, it is proven to be a highly successful tool for businesses, ensuring profitability.

To learn more about resolving conflict, influencing and negotiating for success, book on our 1 day 'conflict management, negotiating and influencing' course for only £315*, on 8th November 2012.

FINANCIAL MANAGEMENT

In the current economic climate, doing more for less, ensuring appropriate expenditure and being able to understand, challenge and make informed budgetary decisions is the key ingredient to financially healthy organisations.

Great managers do not rely on accountants to tell them where and what money needs to be spent on. Instead they are commercially savvy and have an awareness of finance, enabling them to plan and make financially sound decisions and investments to grow the business.

This is not just true of the private sector, but also the public and voluntary sectors who increasingly need to be more business savvy, coming up with ways to do more for less with ever mounting budgetary cuts.

To learn more book on our 1 day 'finance for non-finance managers' course, delivered by our experts, who are also published authors. The next course takes place on 29th November 2012 and costs only £315* - a small investment for great return!

The SGS Academy Leadership and Management Centre offer courses, coaching and consultancy to develop current and future leaders and managers, transforming people and businesses. Our courses can also count as credits towards nationally recognised professional qualifications in Leadership and Management. Contact us now to find out more:

FREephone: +44 (0)800 900 094

EMAIL: UKACADEMY@SGS.COM

WWW.SGS.CO.UK



*These workshops can contribute as unit towards a nationally recognised qualifications with the ILM. If you wish to enrol on the level 7 certificate in executive management with us, additional fees will be payable. Please note prices quoted exclude VAT.