

Leadership Nov 2019 Blog Detail

*'Need an Impactful, Motivating
Leadership Programme?
- That Won't be an
Apprenticeship then!'*

Dear Colleague,

After two and a half years delivering leadership apprenticeships I can fairly conclude that they don't work.

They are more harmful than good, demoralising many more developing managers than supporting them to be the best they can be; confident, aware, insightful and better performing.

Yes, a small percentage of learners are motivated to complete their programme, some out of sheer bloody-mindedness; the vast majority lose their way, becoming dejected and frustrated by the rules we know all too well and also their own culture.

Sure, they love our training and the support they receive; it's simply too much for the organisation and each manager to manage. It's cumbersome, often repetitive, confusing and far too lengthy.

Enough said, if you'd like to engage with me further I'd be happy to share our experience with over 150 leadership apprenticeships.

More importantly, I'd like to see how we can partner with you to provide flexible, high impact and shorter programmes with The Institute of Leadership and Management.

Not more prescriptive leadership programmes? That's right, NOT MORE!

I'm sure some of you swear blind that a regulated framework qualification is the only way to go. Unfortunately, the number of leadership qualifications has been consistently falling for many years. In my view they have not delivered; become too 'prescriptive and theoretical', lacking consistency, fair collaboration or measurable impact to the organisation, newly promoted manager or his/her team.

Please feel free to call me anytime.

Best wishes

Nick Horan
Managing Director

**Introducing the future of leadership accreditation;
flexible, tailored, affordable and impactful programmes...**

The Institute of Leadership and Management



Supervisor/Team Leader/First Line Manager
Popular Modules (circa level 3 in old money)

Operational/Departmental/Head of/Middle/Senior Manager
Popular Modules (circa level 5 and the richness in the room)

You Choose, Well, Everything...

- * **The Level, Content, Duration, Title, Outcomes and so much more...**
 - * A programme of workshops that best suits your organisation and its people
 - * Tailored to your values
 - * Focusing on the skills required to motivate and inspire
 - * Offering practical tools and techniques to use in your world
 - * Results-driven; changing behaviours, attitudes, skills and knowledge
 - * Networked for organisational success and individual personal growth
- * **and Fully Certified by You (and Us)**
 - * What titles of certification would you like?

Are You Focusing on 2020 Now? - If so, please get in touch...

If you're serious about developing leadership capability within your organisation and want to know more about the flexibility we can offer why not give me a quick call to see if we can partner with you and start making a difference today?

Please email nick@squaremileleadership.co.uk or call **0207 436 3636** to explore how we can be of service, facilitating your people with the skills they need to be the best they can be for themselves, their team and your organisation.

About Us - Committed to Your Success

Our relationship with you is paramount. By understanding your needs, we tailor the most effective leadership training and support programmes, working in partnership with you to maximise organisational and personal performance.

Square Mile Leadership is the **Professionals Network** arm of **Catalyst Learning and Development**, established 1988, and an approved delivery centre with **The Institute of Leadership and Management** and separately ILM, part of the City & Guilds Group.

Catalyst Training Portfolio

Workshops and Accredited Programmes

All training is tailored and delivered as 90-minute , ½-day, 1-day or 2-day workshops, or longer programmes spread over a period of weeks or months. Simply tick the titles/outcomes you wish to discuss or please ask for additional titles/outcomes you would like.

- Achieving Goals and Objectives
- Assertive Communication
- Appraisals and Performance Management
- Business Writing (Reports etc.)
- Change Management
- Coaching for Leaders and Managers
- Communication Skills
- Conflict Resolution
- Creativity and Innovation
- Customer Service Excellence
- Delegate, Develop, Achieve
- Effective/Crucial Conversations
- Emotional Intelligence
- Empower, Enable, Engage
- Equality, Diversity and Inclusion
- Executive Development (Inc. Coaching)
- HR for Managers
- Inspire and Motivate
- Influencing and Persuasion Skills
- Interpersonal Communication
- Knowing When and How to Best Lead, Manage and Coach
- Leadership and Management (All Levels)
- Listening and Questioning
- Meetings Management
- Mentoring for Leaders and Managers
- Minute-Taking
- Negotiation Skills
- NLP for Best Practice
- Personal Brand – Always at My Best
- Presenting with Impact
- Problem-Solving and Decision-Making
- Project Management
- Situational Leadership and Management
- Strategic Leadership

- Succession Planning
- Team Building for High Performance
- Team Leading and Supervision
- Time and Personal Management (including Stephen Covey 7 Habits)
- Values and Behaviours

Accredited Programmes



The Institute of Leadership and Management

Flexible, tailored and targeted to the outcomes required for your organisation and its people.

- Supervisor (equivalent level 2)
- Team Leader/First Line Manager (level 3)
- Middle/Senior Manager (level 5)
- Coaching and Mentoring
- Customer Service

Profiling Tools

- DISC Profiling and Workshop;
- My Communication Style; Effective Communication for Better Outcomes
- Recruitment and Selection Using DISC

Coaching and Mentoring Support

- AKB™ Review Sessions (Action Learning)
- APSP™ Support Programme (Inc. Projects)

Sales Dynamic Skills

- Successful CRM Skills
- Pitching to Win

IT Training and Technical training

- Excel • Word • PowerPoint
- Technical Training (please identify)