

BUSINESS LINCOLNSHIRE GROWTH HUB SCALE-UP PROGRAMME

Ambitious Lincolnshire businesses are invited to apply for a fully funded and supported place on the above programme. Successful applicants will be invited to attend four 2-hour virtual sessions of professional management and leadership training supported by a coaching intervention to help them implement their ideas and strategies for growth.

The virtual workshop sessions will be interactive and delivered to groups of between 8 and 12 people. You will need access to a laptop or desktop computer with sound and video capability as well as a broadband internet connection. As well as learning or refreshing your knowledge from the course material, you will also be able to interact and share experiences with other delegates. It is this peer group aspect that really provides a powerful learning experience. Some detail on the workshop content and coaching package is given below.

Session 1 - Leadership and Management – 2 hours

Delegates will learn to understand their own leadership and management style

- The fundamental differences between leadership and Management?
- The impact of personal energy, commitment and self-belief on leadership style and results
- The contrasts between transactional and transformational leadership
- Trait theory, situational leadership, functional leadership and style theory
- Interpreting a situation and applying an appropriate leadership style to achieve objectives.

Session 2 - Strategic & Business Planning – 2 hours

This session is about reviewing strategic aims and objectives and monitor progress towards your goals

- How to Identify the current strategic aims and objectives
- Understanding the component parts of a strategic plan
- How to analyse factors affecting the strategic plan
- Using a range of strategic analysis tools to audit progress towards business goals

Session 3 - Developing Organisational, Team and Individual capability – 2 hours

How to build and lead a high-performance team to achieve your objectives

- The role of the manager and leader in developing team and individual capability.
- Coaching, mentoring and training techniques.
- Individual and team development and the role of appraisal in achieving objectives.

Session 4 - Motivation and Communication – 2 hours

The importance of communication to a growing business and how to motivate teams and individuals

- Drives, motives and motivation determine goals, decisions and influence? Discuss.
- Motivation content and process theory.
- Communication as a management and leadership tool.
- Vision, mission, organisational, team and individual objectives.
- Barriers to effective organisational communication and how to overcome them.

Coaching Support

To support the training, delegates will be sent a coaching and mentoring 'Discovery Questionnaire'. This comprises a series of questions about the delegates business, themselves and the business challenges they face. It also contains information about the coaching process, what they can expect from their coach and what the coach will expect from them as a coachee. Each delegate will receive an average of 4 hours of coaching support.

There is also the opportunity for successful applicants to participate in the separate Disc™ programme where you will complete a personal profile and be able to discuss your leadership and management style with an expert. Please ask for details.

For more information and an application form, please contact Noreen Read at Noreen.Read@bizlincolnshire.com