



## Senior Leadership Discovery Programme

This experiential and action orientated programme is tailored to meet the specific leadership challenges you face in your organisation. It is a catalyst to advance personal and team leadership effectiveness and to create sustainable behavioural change. It supports you to lead with agility and authenticity; create momentum; and renew your collective commitment to work together with purpose and in alignment.

*“A leader, first and foremost, is human. Only when we have the strength to show our vulnerability can we truly lead”. Simon Sinek*

### What’s it all about?

The programme is designed in **three stages**.

**Discovery:** We will support you to increase self-awareness, learn more about your peers and the impact of your collective leadership strengths and development opportunities on achieving your strategic outcomes.

**Alignment:** We will get to the heart of what holds you back as individuals and as a team. You will commit to take action as individuals and a team, to improve your collective effectiveness.

**Accountability:** We can’t unknow something. It’s a choice to create change and this takes personal effort. We hold you to account, individually and collectively to the things you commit to do as a team.

We appreciate that time is a precious, and so we have designed this hybrid programme as a combination of one-to-one coaching and team workshops, so that we make the most of the time we share together.

The duration of the programme will be designed based on your needs.

We use Everything DiSC as a foundation behavioural toolset for you to explore your individual and team styles. Throughout the programme we introduce other relevant leadership models, analysis and resources to enable you to improve your collective effectiveness.

Trust is a fundamental part of the programme: we invest time in our one-to-one sessions and workshops to ensure that individuals feel seen and heard. We work with you to build the foundation of trust within the team; to know each other deeply; to appreciating the value of your differences and the resulting overall impact on the team dynamic.

Once in the growth zone, we facilitate collective action planning and accountability sessions to ensure that the commitments you make to each other are sustained way beyond our time together.

## Who is it for?

- Executive Teams that are newly formed or where new members have recently joined.
- Recently merged or restructured teams.
- Existing teams that are facing challenges or change.
- Teams that need to do some 'heavy lifting' to improve performance or respond to inspection outcomes.

## The programme aims to:

- Provide insights to understand your behavioural preferences, and how you lead others and the impact of your style.
- Enable you to understand the behavioural dynamic of your team and growth options available to you as a team.
- Identify practical ways to improve team effectiveness.
- Facilitate action planning and a commitment to new ways of working.

## The programme includes:

- Individual behavioural assessment on your workplace priorities and emotional agility.
- Leadership profile that benchmarks your style against high performing leadership attributes.
- Lifetime access to a worldclass online learning platform, enabling sustainable learning.
- One-to-one coaching.
- Team workshops, creating space to deepen relationships.
- Action planning.
- Accountability check in after 90 days & 180 days.
- Access to monthly group coaching sessions to keep learning alive.

## Why us?

- You will have access to online worldclass resources and online group coaching with a community of peers that understand the sector challenges you face.
- Sustainable change matters for you and your college. We build in an online accountability after 90 & 180 days to check in on your team progress online.

## Planning for Success

For you to get the most from this programme we want to be really transparent about the time commitment you are making.

- You will need to secure time to complete the behavioural assessments and prepare for your discussion. Other team diagnostic tools will be used during the programme.
- You will be asked to commit to personal reflection between individual or team sessions.
- An engagement call will take place with the programme sponsor/s prior to the programme to provide context around the team dynamic and challenges. The programme will be tailored to dial into the specific challenges you are facing as a team.

## Costs:

The cost of the programme will vary dependent on the number of participants.

Contact us to discuss your requirements and we will be able to confirm costs.

[info@fehrhub.org](mailto:info@fehrhub.org)

## Your Programme facilitators



### **Nicola Perkins FCIPD**

Founder of the FE HR Hub, Nicola is passionate about supporting senior leaders and HR Professionals in the Further Education Sector.

With 16 years' experience as an HR Director within the FE sector she has a deep understanding the challenges, passion and commitment that drive leaders working in FE and the crucial role that authentic leadership plays in a college's journey to excellence.

She uses a range of diagnostic tools to support acuity and adopts a pragmatic, strength based coaching style. She also provides HR Consultancy services across the sector and delivers Executive Coaching and training.



### **Emma Melrose**

Em is passionate about how we connect, engage, and communicate with others to build more productive relationships in the workplace.

She has operated at executive board level in senior leadership roles in large complex private and public organisations and has a firm belief that "whilst we can't change the situation, we can choose how we respond to it". Her approach is pragmatic, supporting individuals to own actions which are in alignment with their purpose, so that it becomes habit changing and long lasting. She is an ILM7 Executive Coach & Mentor as well as a Practitioner in NLP, DiSC and Havening.

