



Introduction to Leadership

what is its purpose?

A fast-track way for leadership teams to discover how their behaviours are driving and shaping culture.

what are the outcomes?

Leaders discover more about their personal behaviours, developing the relationship between these, organisational culture and performance.

who is it aimed at?

Leadership teams such as senior managers, the executive team or boards of directors.

how long does it take?

One day workshop at a location of your choice.

An Introduction to Leadership is a fast track, low cost way for leadership teams to discover how their behaviours and actions can build a high performance, adaptive organisation.

An Introduction to Leadership is a one day workshop which enables leaders to:

- gain insights into their personal leadership style
- make the connection between personal behaviours and organisational culture
- work out how their behaviours are driving and shaping their organisation's culture
- discover why culture is so important and how it affects performance
- outline the next steps for a successful leadership development programme

The results are guaranteed to be insightful, thought provoking and challenging!

A powerful set of self-development resources is provided for each delegate to support ongoing learning, reflection and self-improvement.

impact of leaders on culture

Effective leaders create high performance organisations - instilling their teams with passion and a strong sense of direction. They align their teams with the organisation's vision and understand that leadership is more than simply managing a process.

culture and performance

Organisational culture has a powerful effect on performance - enabling or frustrating an organisation from achieving its goals.

Culture is often described as the way we do things around here. It comprises the attitudes, assumptions and values which condition the way individuals and the organisation work - the behavioural norms.



Leaders set the tone for an organisation's culture, modelling behaviours and deciding which get rewarded.

Government grants

Nova Connection is a Registered Learning Provider and is listed in the government-funded Learning Directory. As such, qualifying organisations may be able to obtain Train to Gain government grant support for an Introduction to Leadership.

who is this intended for?

Senior managers and leadership teams who want to increase their effectiveness.

what form does it take?

It's a customised programme designed around the needs of the individual or team. It is provided one-to-one or in a workshop environment.

where is it delivered?

At a location convenient to you. This could be your place of work, a meeting venue or our offices.

executive coaching

Executive coaching is an investment which enables individuals to raise the bar, so that they can achieve much more than their perceived potential. It also helps organisations to be more successful and retain their most talented people.

Executive coaching is not just for individuals; boards of directors and leadership teams can enjoy the benefits and become much more effective than the sum of their parts.

Our executive coaching programmes are based on honesty, trust, confidentiality and mutual respect. We will agree a clear action plan at the outset and, where appropriate, link this with continuing professional development (CPD).

Our executive coaching programmes will change the way individuals think about themselves, others and situations. We bring a combination of business and behavioural expertise gained in both public and private sector organisations.

Situations in which executive coaching programmes are beneficial include:

- increasing board or leadership team effectiveness
- nurturing top talent
- managing career transitions
- leadership development
- redundancy counselling
- support for a change management programme

We are accredited to use a variety of world class tools in support of our coaching interventions, including:

- Myers-Briggs Type Indicator®
- Leadership/Impact®
- Firo-B®
- Life Styles Inventory®

These tools are not the *be all and end all*, but they can be very helpful for facilitating discussion/learning and measuring progress.

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why Nova Connection?

- Experienced change management and leadership development consultants
- We bring a mix of business and behavioural expertise, gained over 30 years
- Accredited users of a range of world class diagnostics including the Myers-Briggs Type Indicator and the Human Synergistics diagnostics
- Commitment to customer care; references can be found on novaconnection.com
- ISO 9001 quality assured



Nova Connection has been accredited to the ISO9001 quality standard since 1992.

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