



# Leadership Development and Coaching

## leadership style

Compare actual leadership style with preferred leadership style. Discover the implications of the gaps on performance and motivation.

## team building

Become more effective as a leadership team. Identify and practice the behaviours which lead to superior performance.

## coaching

Increase personal effectiveness and influence. Learn how to modify behaviours; interact with peers and teams more effectively.

## communication

Communicate clearly and effectively. Identify barriers, develop a style which is respectful, open and candid.

## personal development

Develop a plan which promotes improved performance, less conflict and reduced stress. Become a role model.

Effective leaders create high performance organisations. Our leadership development and executive coaching programmes enable leaders to develop energising working environments where performance and team work are valued.

## leadership qualities

We want your leaders to instil passion and a strong, shared sense of direction. We want to equip them to align their teams with the organisation's vision and understand that leadership is more than simply managing a process.

We will explain how to move from traditional leadership stereotypes, enabling those who do not consider themselves natural leaders to rise to the challenge.

Trust and respect are key to effective leadership; management skills are also very important but they are not the primary requirements. Leadership is about behaviours first and skills second.

Our leadership development programmes include workshops, individual coaching and team coaching. It's a practical and highly effective approach which is delivered in plain English.

## changes in behaviour

Our leadership development and coaching programmes are designed to bring about insight, understanding and behavioural changes. They draw on the principles of action learning and experiential learning. This means that they are practical and based around real world problems.

For example, we can show your leaders the impact that they are having on culture and performance. We can then help them to improve their "soft skills" and develop a leadership style which is high on achievement, innovation and team-working.

Leaders need to be able to communicate clearly and confidently to be effective. Yet within a leadership team, there are often communication barriers. We can help break these down and replace them with a more open, candid style which is respectful of individuals yet allows team members to express differing views constructively.



## 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.

## 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 Executive Coaching.

## 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](http://novaconnection.com)
- ISO 9001 quality assured



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

Nova Connection  
Milestone House  
Hambledon Road,  
Denmead, Hampshire PO7 6HD, UK

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