

HOW TO BE AN EMPOWERING LEADER OR MANAGER IN AN EO BUSINESS

OVERVIEW

This course will support leaders and managers to foster and develop a growth mindset and engage, inspire and empower employees. It will equip leaders and managers with:

- An enhanced understanding, confidence and capability in core leadership skills required to lead others effectively at all levels in the organisation.
- An insight into how to unlock the potential of employee ownership through successful engagement and how to create high performing teams.
- A personalised Growth Mindset (Mindset Advantage) report to support continued self-development and application outside of the programme.
- An established peer support network from other like-minded individuals.
- Greater clarity around further opportunities for personal and organisational growth.

An immersive personal development programme, this course offers 5 virtual half-day sessions over three months consisting of a mixture of sharp, focused input, practical application and facilitated reflection on real experiences to bring the learning to life. The content/delivery will be shaped to meet development outcomes embracing:

- Resilience – Growth, attitude to feedback, attitude to failure
- Learning – Attitude to complexity, humility, perception of potential
- Innovation – Curiosity, collaboration, agility
- Interpersonal qualities and skills - authentic leadership, emotional intelligence, trust and rapport, influencing others, coaching and feedback

WHO SHOULD ATTEND THIS COURSE?

- Leaders and managers in businesses that are transitioning to employee ownership
- Leaders and managers joining an employee-owned business for the first time
- Leaders and managers in employee-owned organisations who are keen to develop their people management skills and are passionate about developing and inspiring others

PROGRAMME OUTLINE

Module 1

- Challenges and opportunities of leading in employee-owned businesses
 - What is a Growth Mindset and why does it matter?
 - Establish small peer learning groups
 - Share and shape individual learning outcomes
 - Introduction to Mindset Advantage online
 - Post session - delegates complete Mindset Advantage online profile
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Module 2

- Discussion on Growth Mindset dimensions and how it relates to EO businesses
- Activity - poll to share group's key strengths and key development areas
- Activity – demonstrating why a growth mindset matters
- Input on leadership toolkit (communication skills, emotional intelligence)
- In Learning Group reflect on report, strengths focus, prioritising development areas
- Post session – implement one action and review

Note: future sessions will be tailored to the key strengths and development areas of the cohort, but will likely follow the format below:

Module 3

- Sharing in a learning group – what did we learn from applying learnings from session 2
 - Input on leadership toolkit
 - i. Influencing others
 - ii. Building Authenticity and Trust
 - Learning Group
 - Post session - take 1 action to take forward, implement, review, reflect on growth mindset/trust in their businesses and identify real issue/challenge that they can receive coaching from others – focusing on real application of the skills learned.
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Module 4

- Learning Group sharing – what did we learn from applying learnings from session 3
 - Further input on leadership toolkit (tailored to needs of individuals in the cohort)
 - i. Coaching
 - ii. Resilience
 - Real issues – Learning Groups: Each participant to share personal challenge to the group/other participants practice their coaching skills to move their challenge forward
 - Delegates reflect on their original learning outcomes – how have I done? What else do I need? And think about feedback for their fellow peer learning group participants
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Module 5

- Learning Group sharing – what did we learn from applying learnings from session 4
 - Leadership Toolkit – feedback
 - **Discussion in LGs:**
 - i. Support and challenge – speed feedback
 - ii. Where have we got to?
 - iii. What's been the Impact on me, my team, my business?
 - Final comments and Close
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HOW TO BOOK

**TO ACCESS A BOOKING REQUEST FORM VISIT
WWW.EMPLOYEEOWNERSHIP.CO.UK/EOLEARN/EMPOWERING-LEADERS
 FOR MORE INFORMATION EMAIL EOLEARN@EMPLOYEEOWNERSHIP.CO.UK
 OR CALL (01482) 667122**

5-DAY COURSE FEE:

EOA Member - £1,400 plus VAT Non EOA Member - £1,800 plus VAT

COURSE DATES

(THE FIRST COURSE WILL RUN OVER 5 DAYS BETWEEN THE HOURS OF 9:30AM - 12:30PM):

• **Course 1 (Oct 2021 - Dec 2021)**

- Module 1 - Thursday 7 October
- Module 2 - Thursday 21 October
- Module 3 - Thursday 4 November
- Module 4 - Thursday 25 November
- Module 5 - Thursday 16 December

• **More course dates to be announced in 2022**

ABOUT THE COURSE LEADERS

Telos Partners have 20 years' experience helping leaders and their organisations to create and sustain success. With a consulting client base that spans the globe, their experience includes designing and delivering leadership development programmes for multinational corporations, SMEs and sector and professional bodies.

J Gadd Associates has a wealth of experience in supporting leaders to build a culture of shared ownership in employee-owned businesses. They focus on the creation of effective representation bodies, engaging employee owners to achieve greater commercial success, developing managers engagement skills and developing leaders to be high performing in competitive markets.

ABOUT THE EOA

The EOA is the 'go to' place to develop good employee ownership. A 500+ corporate membership association, it supports businesses of all sizes and from all sectors to become employee owned and then to develop and thrive as employee-owned organisations.

The EOA gathers insight, publishes evidence and leads the representation of the sector as it influences stakeholders to deliver on its purpose to unlock the potential of individuals, businesses and the economy through employee ownership