

# ABBEVILLE ASSOCIATES – LEADERSHIP DEVELOPMENT AND COACHING

## Illustration of an individual programme (all programmes are tailored)

**Purpose:** To develop your own personal leadership.

**Aims:** To enhance your own leadership style, clarify your vision for your business and identify the steps you need to take to make that vision become a reality. You will learn how to set and achieve motivating goals and inspire your team to rise to the challenge of achieving these goals. You will learn how to overcome people challenges in the business and how to inspire your team to work together effectively so as to reach peak performance.

### Session 1

#### Understanding Leadership

2-3 hours\*

In order to appreciate your own individual style you will complete an informal personality profile called the MBTI, the world's most widely used personality inventory. This will provide valuable feedback on your preferred methods of decision-making, how you relate to others as well as your work style.

We will then take you through an over view of leadership, what it is and different types of leaderships styles. You will identify your own leadership style and how you can modify and flex this to get the maximum benefit from each situation.

\* plus time beforehand for the participant to complete the MBTI questionnaire, and for the consultant to analyse findings and prepare for the session.

### Session 2

1 ½ hours

#### Setting Direction: Vision and Values

This session is about your mission, vision, values and strategic direction and will enable you get a clear vision for what you want to achieve in your business. It will also provide space for you to consider how your values impact on the future and shape the direction of your business.

### Session 3

1 ½ hours

#### Delivering the Vision

In order to turn your dreams into reality you will need to take action. In this section you will learn how to set compelling goals and manage the obstacles that can prevent you from achieving your goals.

This session provides a structured framework for mapping out steps to move the company on and ensure strategic priorities are achieved.

### Session 4

1 ½ hours

#### Leading People: Being Authentic

As you work at delivering the vision, clear communication is important at all levels.

You will need to ensure that expectations are set out clearly and that feedback is given and received effectively. Part of effective communication is understanding your own strengths, style, values and priorities. This session focuses on identifying your approach and building confidence to use it.



## Session 5

1 ½ hours

### Creating a High-Performance Team

The role of the leader is to create and maintain high performance teams.

A team is made up of many different parts and Belbin has done groundbreaking work in identifying the various roles that team members adopt, including the leader. In this session you can find out about your own preferred role in a team and how to create a team that reflects the full range of skills, roles and experience needed for effective functioning. The Belbin team role model can also be a great help in the recruitment process as you consider the team roles that are needed.

This session also examines tapping into the strengths of the team and sustaining growth and development over time.

### Executive Coaching:

The above sessions can be combined with a programme of coaching. Our coaches are highly experienced and well trained – they come highly recommended and receive supervision of their coaching practice. See testimonials on our web-site.

Our approach to coaching is based on an understanding that our clients are the most resourceful people and have the answers. Our role is to work with them, in a relationship of mutual positive regard, to support their exploration of issues, identification of options, and experimentation with actions/ideas/changes, enabling them to move forward and make progress.

### Our Consultant Team

Biographies for some of our consultants are on our web-site (who we are) at [www.abbevilleassociates.co.uk/who-we-are](http://www.abbevilleassociates.co.uk/who-we-are). Alternatively, call us or e-mail (details below) and we will send you details.

### What to do Next

To discuss any of the above, including prices, or to have an informal chat about our services more generally, please contact us...

#### ...at the Abbeville office:

Tel 020 7720 1830  
Mob 07900 490465

#### ...by e-mail:

[admin@abbevilleassociates.co.uk](mailto:admin@abbevilleassociates.co.uk)

#### ... or via our website contact form:

[www.abbevilleassociates.co.uk/contact-us](http://www.abbevilleassociates.co.uk/contact-us)

