

# Leading and Developing High Performance

Programme with Specialist Diagnostic Questionnaires, Insights Discovery® and Motivational Maps®



## THIS PROGRAMME IS FOR THOSE WHO WANT:

- to develop leadership capability, succession planning and to effect culture change
- to strengthen leadership skills and develop transformational leadership qualities
- to assess the organisation's current culture and style and use the information to drive performance improvement
- to ensure consistency, strength and dignity during times of change, transition and mergers
- to provide a leadership programme with a difference, where skills not normally explored become a focus of the learning
- to gain clarity – managers relate to the programme at an intuitive level because, very simply, it makes sense

## AT MOTIVATIONAL LEADERSHIP ...

We are delighted to present a distinctly different and robust leadership programme. The Leading and Developing High Performance book underpins the programme, and the unique suite of supporting questionnaires helps to identify individual and team strengths and so create a tailored development experience.

We passionately believe in the underlying ethos of High Challenge and High Support, which is **the** guiding principle shared by the country's high performing leaders.

## THIS POWERFUL PROGRAMME...

Takes managers on a clear path from transactional to transformational leadership

Is aimed at **new leaders** who need a track to run on, **middle managers** who may have become stuck in a rut and **experienced leaders** who need to refresh or sharpen their skills

Is underpinned with comprehensive materials and assessment questionnaires which can also be used for 360° analysis

## RESEARCH AND VALIDATION

The origin for the programme came from research around what high performing leaders actually do to create sustained high performance on a day to day, week by week basis.

It was found that what they do in fact is not 'rocket science' and was performed at an intuitive level. They had a particular modus operandi and a consistency of approach which others lacked. This operating approach, however, can be learnt and mastered.

*Leading and Developing High Performance* has been tested and validated with hundreds of managers across the UK. Organisations involved in the original research include Severn Trent Water, Friends Provident, Gillette, Vodafone, Foreign and Commonwealth Office and a number of smaller organisations. A key finding from the research was that irrespective of the type of organisation or size, the highest performing leaders were remarkably similar and consistent in what they did.

## THE PROGRAMME COVERS

- ✔ What High Performance Leader/Developers actually do - their approach and the Four Step Process
- ✔ Explicitness: the under-used skill
- ✔ Diagnosing performance issues
- ✔ Rewards and penalties
- ✔ Catch them doing things right—maximising performance through effective feedback
- ✔ Motivation—different strokes for different folks
- ✔ Adapting your leadership style—situational consistency
- ✔ Leading change and transition

Motivational Leadership Ltd  
The Chapel House  
High Street  
Chapmanslade  
Wiltshire  
BA13 4AL  
T: 0845 123 3959  
info@motivationalleadership.co.uk

[www.motivationalleadership.co.uk](http://www.motivationalleadership.co.uk)