



UNLOCKING POTENTIAL



Develop leadership behaviors in yourself and others

Duration: 3+1 days

Groups: up to 12-16 participants

Overview

This program is designed to achieve sustainable behavioral and cultural change that leads to significant business return on investment (ROI). It focuses on 'WHAT' needs to be achieved for business success and 'HOW' leadership needs to work to be effective and support the desired culture.

As a high-impact behavioral change workshop, this program involves repeated practice against new behaviors while resolving real business issues that impact business results.

This program creates sustained behavior change by:

- transferring learning back into the business (this is made easier by the use of real business case studies during the program);
- creating accountability for change (done through creating individual development plans and sharing these openly with the business, e.g., executive team); and
- implementing measures of change, immediate, middle term and long-term (during the workshop, on the follow-up once the person has been back at work, and 6 months following the workshop).

Unlocking Potential releases highly motivated and skilled individuals to continue to develop themselves and others within their organization.

Who Should Attend

This program is particularly suitable for middle to executive level managers.

Learning Objectives

By the end of this program, participants will be able to:

- Achieve significant improvement personal effectiveness through developing and sustaining new behaviours
- Be confident and effective in giving open and honest feedback
- Be confident to contribute and add value to a broad range of key business issues
- Have a sustainable strategy for continuous self improvement

What Attendees Can Expect

Participants learn by undertaking key business challenges from their own organization, receiving short learning interventions, e.g., learning guides, interactive coaching, feedback, and then practicing their new behaviors.

Program Outline

- Pre programme 360° feedback and or other diagnostics
- 1-to-1 feedback facilitation and personal development goal setting
- Practice new skills while addressing real workplace challenges
- Interactive coaching, support and challenge
- Giving and receiving constructive feedback
- Focused learning times (short interventions based on needs of group)
- Follow up for embedding change (Learning set or Alumni)

Program Structure

Day 1 focuses on gaining insight into one's behavioral strengths and weaknesses and starting the change process

Day 2 provides opportunities for practicing new, more effective behaviors with coaching support

Day 3 provides further practice and contracting to transfer the learning to work.

Day 4 occurs 8 weeks after the 3 day event and is designed to hold people to account for personal deliverables, celebrate success and continue the self development process.

Workshop Options

This program is available in PLATINUM only. Components are tailored to match the client's own business context and processes.

This program is delivered in-house, which maximizes the program's relevance for the participants and ensures the best possible return on investment.



Accreditation



This program is accredited by the Certification Service for Continuous Professional Development and carries the CPD kite mark. Tailoring of the program may require the resubmission of materials to the certification service.

Pilat Facilitators

Pilat consultants have extensive experience in facilitating sessions/workshops with groups, ranging from small teams to large group forums/strategy sessions.

This includes:

- Designing and facilitating leadership development workshops for a range of private and public organizations
- Teaching university post-graduate courses on managing change and organizational development
- Working with departments undergoing organizational change, enlisting employee input in developing their new structure and roles
- Facilitating action learning teams - ensuring that maximum learning takes place through looking at the process of the team
- Working with new teams to help them clarify their goals, roles and ways of working.

To help ensure that group meetings are effective in achieving their desired outcome, Pilat can help both with the design of the session(s), as well as their facilitation.

About Pilat

Pilat HR Solutions, founded in 1974, has dedicated over three decades to bringing rigor to HR, working with organizations to increase their employees' performance and to realize their true potential. We do this through our combined focus in three areas of specialism - Consulting, Technology and Data.

Clients who partner with us tell us that they value their experience of:

- Passion - "We will demonstrate a contagious passion for helping you achieve your business dreams; they will become our dreams."
- Ethics - "Honesty; no excuses; no blame. We will keep or exceed our promises; and the people who make them will be there with you!"
- Excellence - "Rigor in all we do. Based on our knowledge and experience, we will work together to deliver measurable excellence, nothing less."
- Best-fit - "We will partner with you to understand your precise requirements, and provide the best-fit solution - if we can't, we will point you toward others who can."

Additional information can be found at www.pilat.com.

To schedule an exploratory discussion with a member of our team, e-mail info@pilat.com or call (US office) +1 800 338 9701 or (UK office) +44 (0)20 8343 3433.

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