

# Future Leader Programme

A programme aimed at developing the Leadership Skills of key individuals for future roles

EVH are delighted to offer first line and middle managers an opportunity to take part in our "Future Leader" Programme.

This aims to focus on the people management and leadership skills that may not have featured in the career thus far, these rarely being the focus of functional or stand alone specialist roles. Thus many in first line management positions (or those who aspire towards them) may lack in-depth exposure to the required skill set.

Growing managers towards leadership roles is more difficult without this type of gap firstly being closed. This Programme covers ten separate areas including:

- Operations v Strategy
- Communication
- Motivation
- Influencing
- Team Building

An overview of these and all other areas of the programme are given overleaf. Every one of the five sessions is entirely focussed on your managers learning skills that they will instantly translate to actions in the workplace. These practical sessions will not only involve them learning the theory required, but they will work on real situations to cement their understanding.

This programme offers incredible value for money at only **£714 + VAT**, however **EVH members benefit from a discounted rate of £595 + VAT**. Either way this offers an incredible opportunity for a programme developing the skills of individuals for future leadership roles.

We have developed this programme with VR Growth and one of their representatives will contact you soon to discuss your interest in attending. In the meantime, to find more information on the programme, or to book a place on the programme, follow [this link](#) or email [EVHLeadership@vrgrowth.co.uk](mailto:EVHLeadership@vrgrowth.co.uk) For further information on joining EVH visit <https://www.evh.org.uk/about-us/join-us>



**Are you confident that your current or aspiring managers have the skills and attitudes needed to lead your organisation in the future?**

We would like to offer you the opportunity to have some of your managers attend this proven development programme delivered in partnership with VR Growth.

On the programme you will work on developing the management and leadership skills required to get the best out of their people now and in the future, and help guarantee the success of the organisation.

## THE TOPICS

The programme is delivered in 5 sessions over a number of weeks, covering the following topics.

### **Operations v Strategy**

This topic will spend time exploring with the delegates the similarities and differences between the level they currently operate at, i.e. the operational, and their potential responsibilities as a business leader, i.e. the strategy.

### **Employee Engagement**

This topic will delve into one of the most important topics in leadership today - how to fully engage your people. We will help the delegates understand what Employee Engagement is, so that they can begin to work out their strategy for using the leadership skills they will learn.

### **Communication**

Here, we continue to lay the foundations of the people management skills. In this area we concentrate on the importance of communication, from one-to-ones, written briefings, team meetings and communicating externally. We will also look at specific communication issues experienced by the delegates.

### **Influencing and assertiveness**

Linking with the Communication topic, time is spent with the delegates analysing their own 'local', i.e. one-to-one and small group, communication skills and how their level of assertiveness is helping or hindering the message. We also spend time analysing the importance of assertive behaviours in situations considered difficult or those we may feel apprehensive about. In the case of influencing, the group will spend time investigating in which situations they need to influence others and identify methods of how to influence to ensure maximum benefit.

### **Professional information presentation**

Still working on the inputs from the previous weeks we will spend time taking the delegates through a systematic approach to designing, writing and presenting information. The discussions surrounding this approach will cover the variety of stand-up presentations that the delegates may be called upon to deliver, e.g. team briefings, client presentations etc. This systematic approach will also be used to take the delegates through report writing.

### **Team building**

This topic will show the delegates how to manage a team or teams. It will take them through team leadership skills and will also look at objective setting for teams and managing through others.

### **Stewardship delegation**

Continuing the theme of 'achieving objectives through others', here we will discuss the importance of identifying areas of responsibilities for those within the organisation and how tasks are measured.

### **Performance Management**

One of the areas that is most lacking in today's managers is the ability to proactively manage people's performance. This session will look at the subject from the Strategy to the Appraisal and give the delegates the skills to tackle what are normally considered the difficult conversations associated with poor performance. Steps will be taken to integrate this into your organisations existing appraisal process.

### **Managing time**

Re-prioritising and the skills of organisation are looked at here with the delegates being given the opportunity to look at their own job role and work out where they are spending their time in order to improve their effectiveness.

### **Putting it all together**

The last part of the programme not only gives the delegates an opportunity to review and recap, it ensures there is a clear plan of how the skills will be continually implemented for the benefit of the delegate and the business. It uses development plans in order that future training is identified in a focused way and that the development covered already is integrated.

Should you wish to speak about running this programme in house with a team of managers, please contact VR Growth directly [here](#).

