

# Engaging Leaders

Leadership Development Course



*Merida*



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



## Merida

Our extensive experience of developing and leading an engaged workforce has proven that, to develop a truly engaged and high performing organisation, requires engaging leaders at every level.

However, research shows that junior leaders can be some of the most disengaged employees within a workforce. This presents a significant challenge to improving levels of employee engagement and organisational outcomes, especially as these leaders are usually greater in number and have the most influence on the wider workforce.

Experience tells us that to achieve effective development outcomes with leaders who are disengaged and more operationally focused, you will need to demonstrate credibility in order to earn their trust and respect.

With all these considerations at the forefront of our design, we have developed the Engaging Leaders course, a course that is delivered with passion, by an experienced and inspiring team of facilitators.

### KEY BENEFITS

Delegates will gain the skills, understanding and tools to be even more engaging leaders who:

- are engaged with the goals of their organisation
- are committed to engaging, inspiring and developing their people
- deliver highly efficient and effective organisational outcomes





## LEARNING OUTCOMES

On completion of this course delegates will be able to:

### DAY 1

- understand the individual and organisational benefits of being a more engaging leader
- identify the leadership attributes and behaviours necessary to develop an engaged and high performing team
- develop, communicate and embed an inspiring vision

### DAY 3

- understand how to reduce misunderstandings and conflict through increased understanding of themselves and others
- demonstrate the key methods of developmental coaching through practical peer to peer coaching
- prepare and manage difficult coaching conversations

### DAY 2

- fully understand their personality type and how their attitudes and behaviours may impact on others
- identify the personality types of others in order to more effectively motivate, influence, inspire and develop their people
- understand the importance of embracing diversity of personal styles in developing highly effective teams

### DAY 4

- identify the benefits of storytelling as a key leadership behaviour
- recognise the importance of personal resilience
- demonstrate ways of managing their own resilience



Prior to the course, each delegate will complete an online evaluation. From these we will produce detailed personality profiles. These profiles will be introduced on day 2 and referred to for the remainder of the course.

**'Since completing  
the course, I now see  
myself as a Leader  
rather than a manager.'**



## COURSE OVERVIEW

The Engaging Leaders course is run over 4 days and is designed so that each day builds on the previous day's learning. Maximum number of delegates per course is 15.

Delegates will be provided with time to capture their learning at the conclusion of each day, which they will build into a full developmental action plan during the last session of the course.

### DAY ONE

During day one, the delegates will complete group exercises to explore both the positive and negative attributes and behaviours of an engaging leader. To assist them in these exercises our head facilitator, Glenn Tunstall, will present his case study 'Trendy 2b Negative'. This is a fun and inspiring case study of how Glenn led Kingston Police to become one of the highest performing and most engaged policing commands in the country. The day will conclude with the delegates agreeing a course definition for the leader they wish to be.

### DAY TWO

Day two will be delivered by our Insights Discovery practitioner who, through a series of presentations, group discussions and innovative team exercises, will help the delegates to develop a clear understanding of their strengths and over-played strengths, their individual leadership style and the impact it may have on others. They will also explore how their individual personality/leadership traits could be interpreted differently by other personality types.

### DAY THREE

Having explored the delegates coaching experience, the morning session will focus on the necessary listening and communication skills required and will provide the delegates with a number of innovative approaches/models for the delegates to explore.

The morning session will conclude with a series of exercises on how best to coach some of the more challenging individual personality traits, which the delegates may face within their teams.

The delegates will then undertake a series of coaching sessions with their fellow delegates, addressing some of the development areas identified within their individual Insights' profiles. The groups will be observed by our facilitators, who will provide feedback and support where necessary.

### DAY FOUR

The final day will begin by exploring the importance of leadership resilience. At the end of this session the delegates will have a better understanding of the causes and impact of not being resilient. They will also have explored a number of innovative approaches to help them to manage their own levels of resilience.

The following session will explore the power of storytelling in delivering effective messages and link to the academic research regarding neuroscience.

To conclude the final day, the delegates will spend time reflecting on their daily learning logs and create an individual developmental action plan. It is proposed that these action plans will be discussed with their line managers at their next one-to-one meeting.

**'I was unsure whether  
4 days out of my busy  
week would be worth it,  
but happy to say  
it is the best course  
I have ever attended!'**





## CLIENT TESTIMONIAL

'Whilst I was confident that Glenn and the Merida team would deliver a course that challenged the current thinking of my leadership team, the positivity of the feedback, about all aspects of the course, from both junior and senior managers surprised me. My team returned from the course motivated, inspired and equipped with a better understanding of how to get the best out of their teams. I would highly recommend Glenn and the Merida team to any organisation that is looking to develop a more engaged and effective leadership team.'

*Heather Laing | Deputy Director | UK Visas and Immigration | UK Home Office*

## DELEGATE TESTIMONIALS

'I approached this course with trepidation and a feeling of "deja vu" as I had been on so many management courses in the past, most of which had failed to inspire me. However, I was proved wrong on all accounts.'

'Glenn and the team ran the course with a real positive energy and enthusiasm that was contagious. The course was engaging and fun, it had new session styles which I hadn't experienced before which really got people working together and reflecting upon themselves. Since completing the course, I now see myself as a Leader rather than a manager.'

'The facilitators were all amazing. Their passion in seeing our organisation develop is inspiring. They each presented their wealth of knowledge in an informative interesting and educational manner which left me motivated.'

'Trainers and facilitators were fantastic, knowledgeable and there was a fun side to everything. I learned so much on every day of the course and I feel totally inspired and re-energised to become the leader that I now know that I should be.'

'I think I surprised myself at how much I enjoyed this course. I was unsure whether 4 days out of my busy week would be worth it, but happy to say it is the best course I have ever attended!'

'Without exception the most enjoyable, beneficial and professionally led course I have ever been on! The facilitators enthusiasm is infectious! All aspects of the course had a genuine purpose rather than a means of padding. Outstanding course!'

'One of the best courses I've attended in over 31 years in the Civil Service. It was thought provoking and reinvigorated my passion in leading my team.'



If you would like to receive further details, on any aspect of these courses, or to discuss our highly competitive pricing structure, please contact us:

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