



The 'Moving Into Action' Programme (MIAP)

"The MIAP Programme has helped improve managers' awareness of the impact they have on their staff, and provided the tools and techniques that make for effective leadership and management.

The participants' response has been extremely positive. I strongly recommend this programme."

Group HR Director, Chloride plc

Comments from participants included:

" Empowerment and ownership of issues – these points are really important and I incorporate lessons from these sessions a lot in my dealings with my staff and other colleagues."

" I've adapted my management style to include the influencing styles and coaching techniques covered at the course."

" I have started to visualise myself more as a leader and tried to assume this role in specific situations by focusing on leadership characteristics such as establishing direction and aligning people."

and from participants' managers:

'I have nearly all my managers on LAMP from senior managers down. They have all come back positive and feel the course offers value-added. Even the more experienced managers felt the course was useful.'

'Some said it was the 'best thing since sliced bread', especially from those who had not recently received management training. I have seen 3 or 4 personal step changes, in motivation, self-management, communications'

'My direct line reports have enjoyed the course. It's given them time to reflect about things, and the 360° feedback had given confidence'.

' All the my people valued and enjoyed the course, and I think it is worthwhile sending more on it'.

Overall Purpose

To further develop the Leadership and Management skills that help individuals and teams make a difference to organisational and business performance.

Approach

LAMP focuses on:

- ❖ The difference between Leadership and Management, and the influencing styles required of Leaders to achieve successful outcomes
- ❖ A practical approach to developing a supportive, teamworking, participative and pro-active culture
- ❖ Change Management tools that help individuals 'make a difference'
- ❖ Increased self awareness, Emotional Intelligence and the development skills required to make the most of the potential of others.

Method

- The focus of the programme is to get participants to think through and analyse issues in terms of their own back-at-work experiences.
- There is a minimum reliance on 'slides' to aid understanding of the issue.
- Plenaries are used to help ensure understanding through debate, together with the outputs of group work.
- Real issues are used to which themes are applied in order to help produce richer, high quality action plans.

MIAP can be delivered as a 2 day or 2 x 2 day programme.

Pre-work is required in terms of the completion of a 360° Emotional Intelligence questionnaire, and individual Leadership Influencing Styles Reports.

Themes: 2 x 2 day Programme

Module 1: Leadership, Impact and the Supportive Culture

Day 1

- ❖ Identifying organisational strengths – the basis for change
- ❖ Developing and steering a supportive teamworking culture
- ❖ Continual Teamworking Improvement
- ❖ Developing an involving culture
- ❖ Mindsets and engaging others

Day 2

- ❖ Leadership and Management – The difference
- ❖ Leadership in your organisation – personal planning
- ❖ Leadership Influencing Styles – developing a repertoire
- ❖ Individual Influencing Styles – strengths and weaknesses
- ❖ Personal Branding – the Elevator Speech and its use.
- ❖ Strategic Influencing Styles Tools – the Planning Grid
- ❖ Developing and Presenting Personal Influencing Challenges



Brief for Module 2: the Emotional Intelligence Questionnaire

Module 2: 'Managing Change'

Day 1

- ❖ The Change Model & Gap Analysis
- ❖ Personal Issues: Application of Gap Analysis
- ❖ Force Field Analysis and blocks to Change – application
- ❖ Innovation and Thinking Differently
- ❖ Use of FFA and 'thinking differently' to personal challenges
- ❖ Emotional Intelligence – personal reports

Day 2

- ❖ EI revisit: Skills brief
- ❖ Empowerment – 3 aspects and 5 dimensions
- ❖ Application at work
- ❖ Working with others – instructing; coaching; mentoring - questionnaire
- ❖ Trios: 1:1 coaching practice
- ❖ Take back from skills

END PROGRAMME

Ian Keenan is a change facilitator coming from a sales and marketing background at Director level in the corporate pharmaceutical industry. After a Principal Marketing Lectureship at the University of Greenwich, he developed a pragmatic approach to leadership and management development with corporates such as Whitbread, Esso and Chloride as well as Government Departments, both in the UK and globally. In addition to his first degree, Ian holds a Diploma in Counselling from Oxford, and is an accredited Myers Briggs coach.