Developing Effective Leaders and Teams

Powerful interventions designed to deliver sustainable, results-orientated leadership development and effective team performance

Leading Self
Leading Organisations
Leading Others
The Heart of Leadership©
Nine Conversations in Leadership™
Purposeful Teams™
Our Approach to developing Leaders

A recent Ernst & Young survey found that high-performing companies are putting more emphasis on the development of the ‘softer’ attributes in its potential C-suite leaders. Emotional Intelligence is an imperative to leadership – as important as technical skills and functional knowledge.

At QA we work with organisations to develop leaders and leadership in both teams and individuals by working within the organisational context to:

- increase awareness of and access to a wider range of leadership styles
- increase self-awareness and self-management
- develop Emotional Intelligence
- improve understanding of the impact of behaviour on others
- understand the importance of trust and how it is underpinned by accountability
devlop powerful and authentic communication.

At QA we have the frameworks, tools and expertise to facilitate and coach your people on their personal and organisational leadership journeys. We offer a range of leadership interventions, including:

- 360 diagnostic tools to help individuals identify differences between the way they see themselves and how they are perceived by others.
- Team development interventions to improve communication or enhance trust and team working.
- Team and individual coaching.
- Leadership programmes including the 3 inspirational programmes that we partner with WorldsView™ Academy to deliver in the form of The Heart of Leadership©, Purposeful Teams™ and Nine Conversations in Leadership™.

Whatever the intervention, we will work with you to develop inspirational, purposeful and authentic leadership within your organisation.

Phil Holder
Director of Learning

Philip is an accomplished Learning and Development professional with extensive experience of developing and leading teams within both public and private sector organisations. He brings high-energy with remarkable creativity, and thought-leadership with deep insightfulness. He combines a unique blend of emotional intelligence, intuition, and real business knowledge in order to fully understand and then solve, often very complex, people related situations.
Developing a World of Leaders, One Conversation at a Time

Nine Conversations in Leadership™ is an innovative leadership development intervention that acts as a catalyst for long-term development of leaders. The intervention is applicable at every level of the organisation and utilises a process that adapts to the organisation's context.

The intervention consists of nine facilitated conversations that occur within a small peer group (comprising of up to ten people), referred to as a leadership cell. The purpose of each conversation is to share and learn from one another's leadership challenges and successes and to co-create ideas and solutions from shared learning and wisdom.

The Nine Conversations in Leadership™ intervention fuses organisational development and traditional training in a workshop format. It uses 360° feedback, peer coaching and personal development planning to create strong, committed and aligned leaders at all levels of the organisation. The intervention examines leadership in the realms of Head (knowing), Heart (being) and Hands (doing). It brings participants together repeatedly, to explore and cover all aspects of leadership, from organisational leadership to team leadership and the leadership of individuals and self.

Leadership alignment is a critical component for harnessing organisational energy to achieve the organisation's vision, values and strategy.

The Nine Conversations in Leadership™ intervention assists organisations to achieve such alignment. Self-assessment and peer feedback are key leadership development tools which constitute the foundations of self-leadership and whilst leaders develop through experience, they can accelerate their readiness to lead by receiving constructive feedback. Assessments are made in the areas of knowledge, attitude and behaviour, all of which are developed during the leadership journey.

What Delegates are saying

"Our team is maximising participation in the Nine Conversations in Leadership™ intervention by constantly questioning and engaging on the issues at hand. We interact between the conversation sessions to share the powerful lessons learned and cascade them to the people who work around us, to the benefit of the whole organisation."
Purposeful Teams™ is a powerful and participative intervention that moves teams to purpose-led execution. The intervention is applicable to natural task or project teams at every level of the organisation, utilising a process that adapts to the organisation's and the team's context.

Through the Purposeful Teams™ intervention process, teams are able to establish and internalise the reasons for their creation. Individual members and the team as a whole are awakened to the significance of their roles, resulting in activation around purpose and the unearthing of key commitments required for high performance. The intervention consists of a two-day workshop followed by two half-day review processes, all of which are facilitated by a member of the global network of Level 1 WorldsView™ Facilitators.

The Purposeful Teams™ intervention fuses organisational development and traditional training in a workshop format. It delivers team effectiveness by supporting the team in anchoring their purpose, identifying milestones as well as integrating task, relationship and process into a conversation-based delivery format to create strong, committed teams and team members.

The Purposeful Teams™ intervention examines the team's context, mandate, milestones and members in the realms of Head (knowing), Heart (being) and Hands (doing). It brings participants together repeatedly, to explore and cover all aspects of the team's purpose from the organisational perspective, the team perspective and the individual perspective.

What Delegates are saying

"Team members are more aware of what they need to do, ask for help and provide effective feedback/communication in order to get the job done for the greater good of the team and organisation.

However, this is just the beginning of a great journey and the more the team opens up, the more effective it will become."
The Heart of Leadership©

Igniting Leadership Impact, Today

The Heart of Leadership© is a catalytic one-day workshop that ignites a ‘fire in the belly’ of individuals who wish to stand up and make a difference in their world.

The Heart of Leadership© workshop offers a powerful mechanism to accelerate and provide reflection time to a leader’s development journey, effectively supporting other key organisational initiatives. The workshop introduces a leadership language through the models and concepts discussed, and allows for reflections on where personal leadership needs to shift within the organisation.

What will be covered?

All participants should discover something about themselves, gain key insights into how they can have a greater leadership impact and understand, at a ‘heart’ level, some of the critical issues that are associated with influencing a community of people to move towards a higher objective. The day unfolds in conversation, collaboration and insights through a series of activities, robust theory underpinnings, peer coaching and self-discovery.

What Delegates are saying

I would certainly recommend The Heart of Leadership© to others. Many programmes on change or leadership (or both) do not deal directly with the essence of the leader and what they have to shift (inside) – this one does.

The Heart of Leadership© workshop came at just the right time for me. It assisted me in raising my awareness around my leadership paradigms and to crystallise some impactful next steps. The discussion format of the workshop added rich perspectives and challenged me to broaden my context.

Great insights and reflections for an individual’s own learnings, to take back and change or implement a fresh approach in our organisation.
The ability to lead others effectively is a crucial leadership competence for any leader or aspiring leader. In this 2 day workshop you will explore the concept of leading others and discover how to develop teams and individuals to improve organisational effectiveness.

The workshop fuses the best of organisational development, training and consulting approaches in a workshop format using exploration, peer feedback and coaching, personal reflection, personal development and action planning to create sustainable leadership development impact.

In the workshop you will share and learn from others experiences and co-create ideas and solutions to help in your leadership development journey. This is underpinned by robust theoretical research and an accredited WorldsView™ Academy facilitator who will guide you through the workshop.

Inspire, Engage and Align

The ability to lead organisations effectively is a key skill of any leader or aspiring leader. In this 2 day workshop you will explore the concept of organisational leadership and discover how to lead organisations effectively through an inspiring vision, engaged communities and powerful alignment to become the leader your organisation needs.

The workshop fuses the best of organisational development, training and consulting approaches in a workshop format using exploration, peer feedback and coaching, personal reflection, personal development and action planning to create sustainable leadership development impact.

In the workshop you will share and learn from others experience and co-create ideas and solutions to aid yourself and others in the leadership development journey. This is underpinned by robust theoretical research and an accredited WorldsView™ Academy facilitator who will guide you through the workshop.

For more information: www.qa.com/MPDLORGs or /MPDLOTH
Or talk to a QA specialist on 0845 757 3888 or email us at info@qa.com.
Leading Self™

Explore self-leadership

All leadership starts with self-leadership. In this 2 day workshop you will explore the concept of self-leadership and discover how to manage your energy to become the leader you want to be.

The workshop fuses the best of organisational development, training and consulting approaches in a workshop format using exploration, peer feedback and coaching, personal reflection, personal development and action planning to create sustainable leadership development impact.

In the workshop you will share and learn from one another's experiences and co-create ideas and solutions to help in your leadership development journey. This is underpinned by robust theoretical research and an accredited WorldsView™ Academy facilitator who will guide you through the workshop.

Need a tailor-made solution for your business?

We have an excellent reputation for designing and delivering bespoke learning solutions that make a lasting difference to business performance. We can:

- Deliver one-off tailored courses through to full-scale organisation-wide change programmes
- Work with you to create powerful learning initiatives that link learning with strategic objectives
- Develop eLearning and virtual learning solutions
- Work with small groups (even one-to-one) to embed new behaviour
- Deliver positive, sustainable change

For more information: www.qa.com/MPDLSELF
Or talk to a QA specialist on 0845 757 3888 or email us at info@qa.com.
The Heart of Leadership©
Engage with global leadership wisdom in a one-day accessible format, apply practical tools and workshop challenges with peers.

Purposeful Teams™
A powerful and participative intervention that moves teams to purpose-led execution of mandates.

Nine Conversations in Leadership™
An innovative intervention that acts as a catalyst for long-term development and organisational leadership.

Leading Self™
Explore the concept of self-leadership in this empowering workshop and discover how to effectively manage your energy to help you become the leader you want to be.

Leading Organisations™
Build the skills to help you step up to top-level leadership. Learn to deliver inspiring vision, engaged communities and powerful alignment in this workshop-based programme.

Leading Others™
Learn how to manage and inspire others in this workshop that uses exploration, peer coaching and personal reflection to help you develop crucial leadership competencies.

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