



Leadership Ireland

Essential Leadership for New Managers



WHY US

With over 15 years of training 1000's of people across multiple industries, your people will receive expert learning that is:

- Engaging
- Effective
- Result and ROI focussed
- Hands-on
- Strength based
- Immediately usable

You will receive personalised solutions centric to your organisation and specific to your people.

Your people will gain the relevant skills and the necessary confidence use those skills with our engaged learning.

The learning will continue long after the programme concludes, ensuring lasting ROI.

We are **Strengths Profile accredited**

STRENGTHS · PROFILE



THE PROGRAMME

ESSENTIAL LEADERSHIP FOR NEW MANAGERS



ESSENTIAL LEADERSHIP FOR NEW MANAGERS

Who is this programme for?

Your new and future managers who need the skills and confidence to be ready for the challenges and opportunities of stepping up into leadership.

What makes this programme one of the best choices for your new managers and emerging leaders?

Your people will gain the **skills** and **confidence** to:

- **Connect** and engage confidently at all levels
- **Lead** through change, challenges and opportunities

- **Inspire**, challenge and enhance the performance of their teams
- **Generate** greater ownership and responsibility
- **Grow** profitable relationships and expand networks
- **Proactively** prevent roadblocks *before* they happen
- **Continually** self-develop and expand their abilities

Plus a great deal more.

ESSENTIAL LEADERSHIP FOR NEW MANAGERS

Continual Learning and ROI

In between each monthly learning sessions your people will:

- **Immediately** put their learning and skills into practice
- Learn **quickly** from their direct experiences
- Utilise **peer guidance**
- Gain **relentless support** from us
- Develop their abilities to **lead performance**
- Enhance their skills with optional **coaching**

Overview of Development

1. **Six months** development
2. **Six session** of practical and effective learning
3. **Additional 3 months** action learning

** Maximum 16 People*



“

*We tailor our programmes to meet the
specific needs of your organisation
and your people.*

”

STRENGTHS PROFILE

STRENGTHS · PROFILE

Why Strengths Profile?

By identifying and utilising their strengths, your people will gain greater focus, engagement and motivation to enhance their ongoing performance.

Benefits to Organisation:

- Create a common positive language
- Enhance your performance and proactive culture as your people use more of their strengths to achieve better results
- Use each persons Strength Profile as a pathway for:
 - Securing key goals
 - Enhance individual and team performance
 - Ongoing development and career objectives

- By identifying the key and hidden strengths in your team, you can ensure your people are continually developing
- Enables managers and leaders to have strengths conversations, relevant to each project or at important times

Benefits to Individuals:

- Use the strengths profiles to enhance engagement, confidence and abilities to achieve goals
- Acknowledge and develop the strengths that have not been exposed yet
- Build greater confidence in setting the right goals that actively use their strengths to their fullest

STRENGTHS PROFILE

STRENGTHS · PROFILE

Example Profile

The Strengths Profile assesses **60 strengths** and highlights the top 21.

Your most significant results are included within your unique Profile showing your:

- **Realised Strengths**
- **Learned Behaviours**
- **Weaknesses**
- **Unrealised Strengths**

This reveals up to 7 top realised strengths, up to 7 unrealised strengths, up to 4 learned behaviours and up to 3 weaknesses.

REALISED STRENGTHS
Strengths you use and enjoy

Perform well Energising Higher use

Use wisely

1 Mission	5 Counterpoint
2 Action	6 Resolver
3 Resilience	7 Personal Responsibility
4 Authenticity	

UNREALISED STRENGTHS
Strengths you don't use as often

Perform well Energising Lower use

Use more

1 Bounceback	5 Organiser
2 Persuasion	6 Feedback
3 Innovation	7 Adaptable
4 Self-belief	

LEARNED BEHAVIOURS
Things you have learned to do but may not enjoy

Perform well De-energising Variable use

Use when needed

1 Writer	3 Work Ethic
2 Competitive	4 Incubator

WEAKNESSES
Things you find hard and don't enjoy

Perform poorly De-energising Variable use

Use less

1 Adherence	3 Narrator
2 Curiosity	

STRENGTHS PROFILE

STRENGTHS · PROFILE

Example Unrealised Strengths

Each profile will highlight your most significant strengths.

Each strength will come with a more detailed description plus ideas for continual development.

With guidance, each individual will create personalised action plans to enhance their strengths.

This can be focused on specific areas of their work or overall development within their role and career.

1 Bounceback



- Whatever the setback or disappointment, it can make you more determined to succeed.
- You pick yourself up from setbacks. You have the potential to use them as springboards to spur you on.
- You have the ability to go on to achieve more than you would have done otherwise.

Use more – Look for more challenging and difficult projects and experiences to get involved in. Push yourself, knowing that you will succeed, whatever the outcome.

3 Innovation



- You tend to want to invent things that are better than what has been done before.
- You have the ability to look at things from a different perspective to others and to think 'outside the box'.
- You like to look beyond what exists when coming up with new ideas, inventions and approaches.

Use more – Pay attention to the stories and feedback you hear, from customers and colleagues. Is there anything that is not working in an ideal way? What can you do to take action?

2 Persuasion



- You can be effective at convincing others and bringing them around to your point of view.
- You like to make a good case for what you want
- You tend to choose your language, words and methods. carefully, in order to win agreement from others.

Use more – Get involved in challenging assignments where it is vital to gain others' support or buy-in. Plan your approach carefully, recognising your audience.

4 Self-belief



- You can be confident and self-assured, with an unwavering belief in your own abilities.
- You believe that most things are within your reach, if you set your mind and work hard to achieve them.
- This self-belief shines through most days and instils a confidence in the people around you.

Use more – What would you do differently if you were 10% more confident? Remember, confidence is something you have *and* it needs daily practice and nurturing.

COACHING

We deliver structured coaching programs with length of engagement dependent on leadership and organisational needs/desired outcomes.

The coaching process increases leaders self-awareness and supports learning and behavioural change through the challenging of assumptions, identification of solutions and commitment to new actions.

Goals are established in collaboration with the leader and the organisation.



CONSULTING

We deliver expertise in the design of your leadership programmes whilst supporting targeted learning and development initiatives.

We provide a full consultation service to meet the leadership requirements of your organisation, your people and your clients.

“ *We create programmes centric to your organisation and specific to your people* ”



Let us help you grow your
skillful *and* confident
leaders.

LEADERSHIP IRELAND

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