

**South West Wales Best Practice Club**

**LEAD Wales**

**Village Hotel, Swansea**

**Thursday 26<sup>th</sup> June 2014**

**ADEILADU  
ARBENIGRWYDD  
YNG NGHYMRU**



**CONSTRUCTING  
EXCELLENCE  
IN WALES**

# **Welcome**

## **Martin Nicholls**

### **Chair of the South West Wales Best Practice Club**

# Leadership Development Programmes

**Richard Perry**

**Leadership Development Officer:**



# LEAD & Leading Growth Programmes

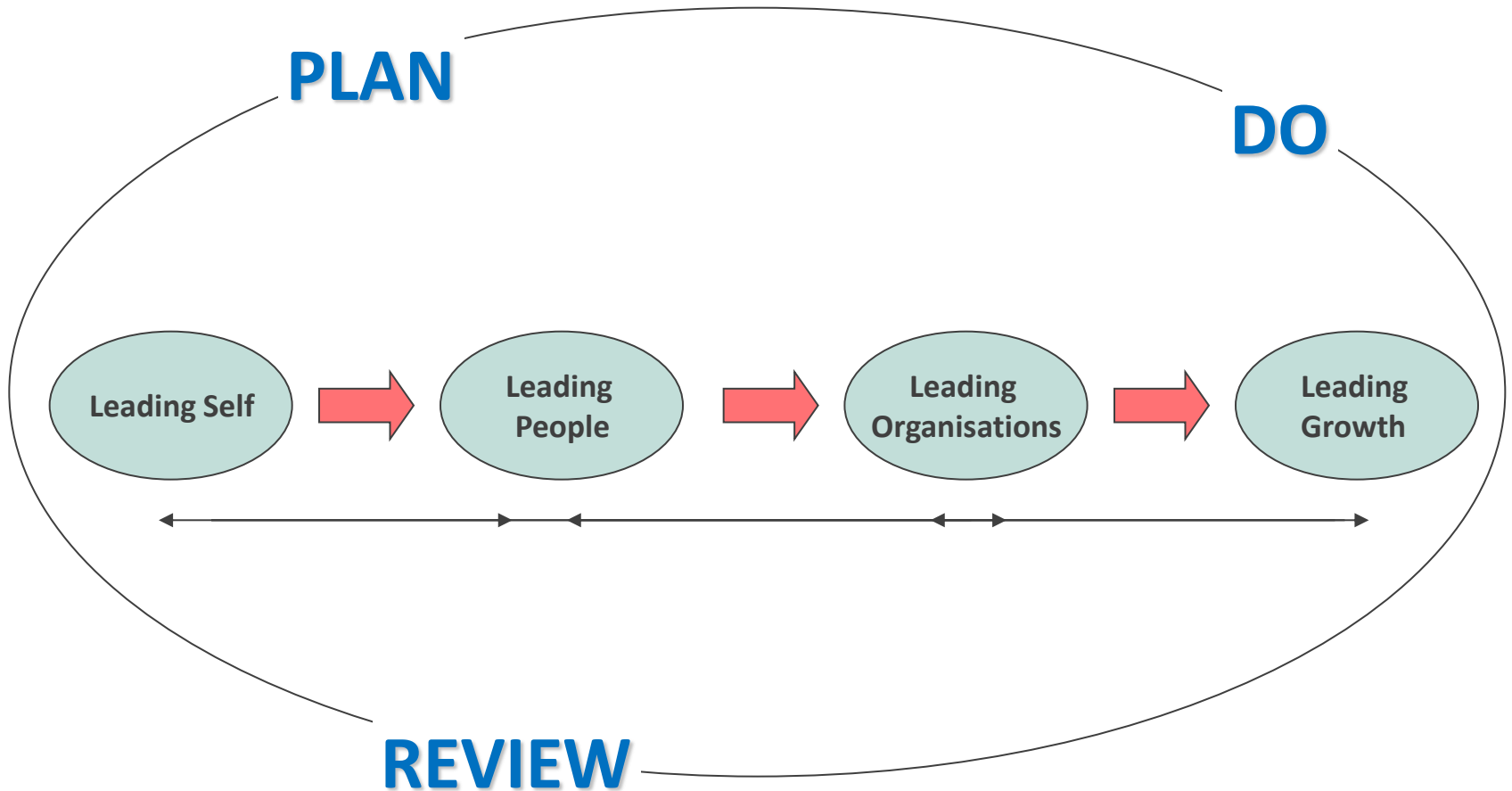
# Developing a more strategic perspective

“Working **on** the business  
... not always in the business”

(Gerber, The E Myth 1995)

Developing People to develop organisations in Wales  
(convergence)

# The LEADership Programmes Conceptual Framework



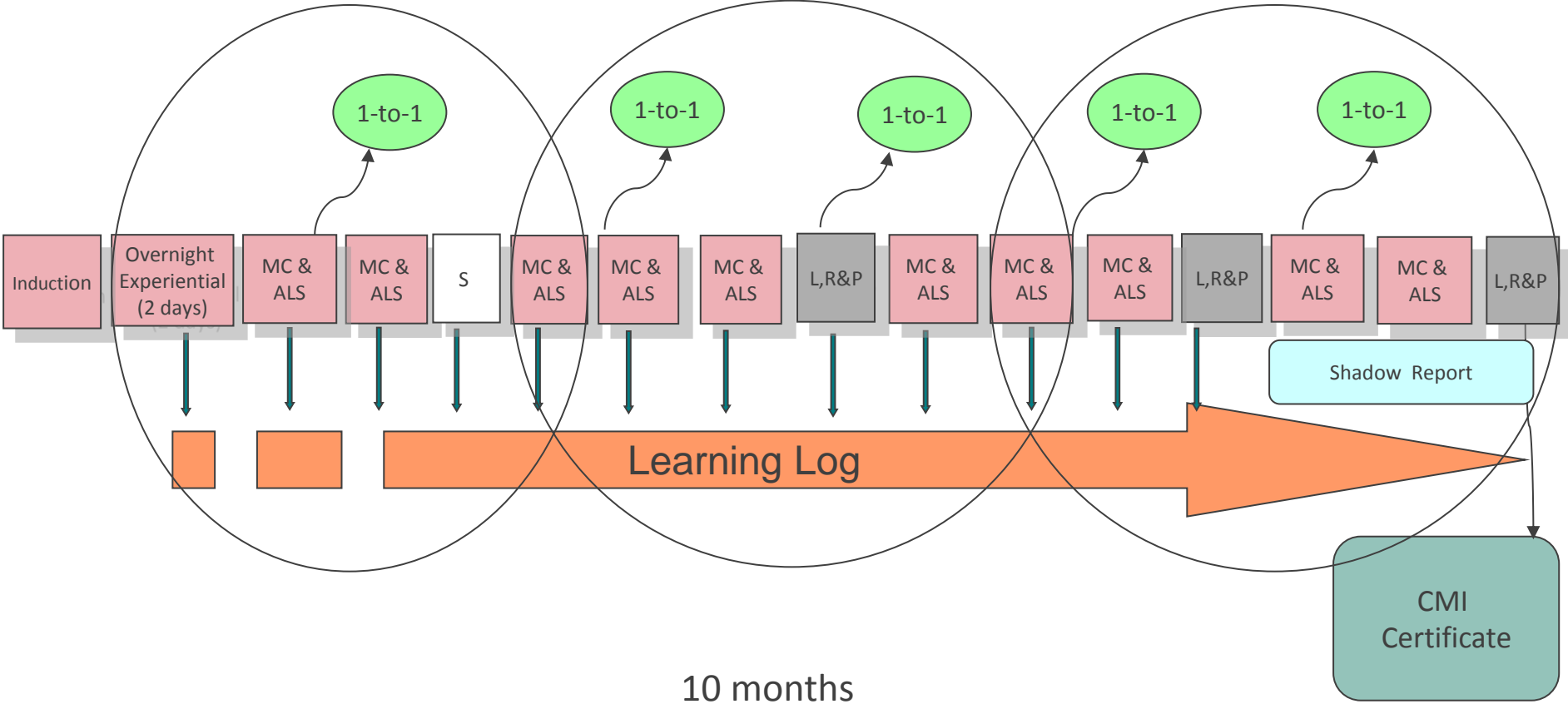
Shewart, Deming, Seddon (1995)

# The LEAD Programme

## Leading Self

## Leading People

## Leading Organizations

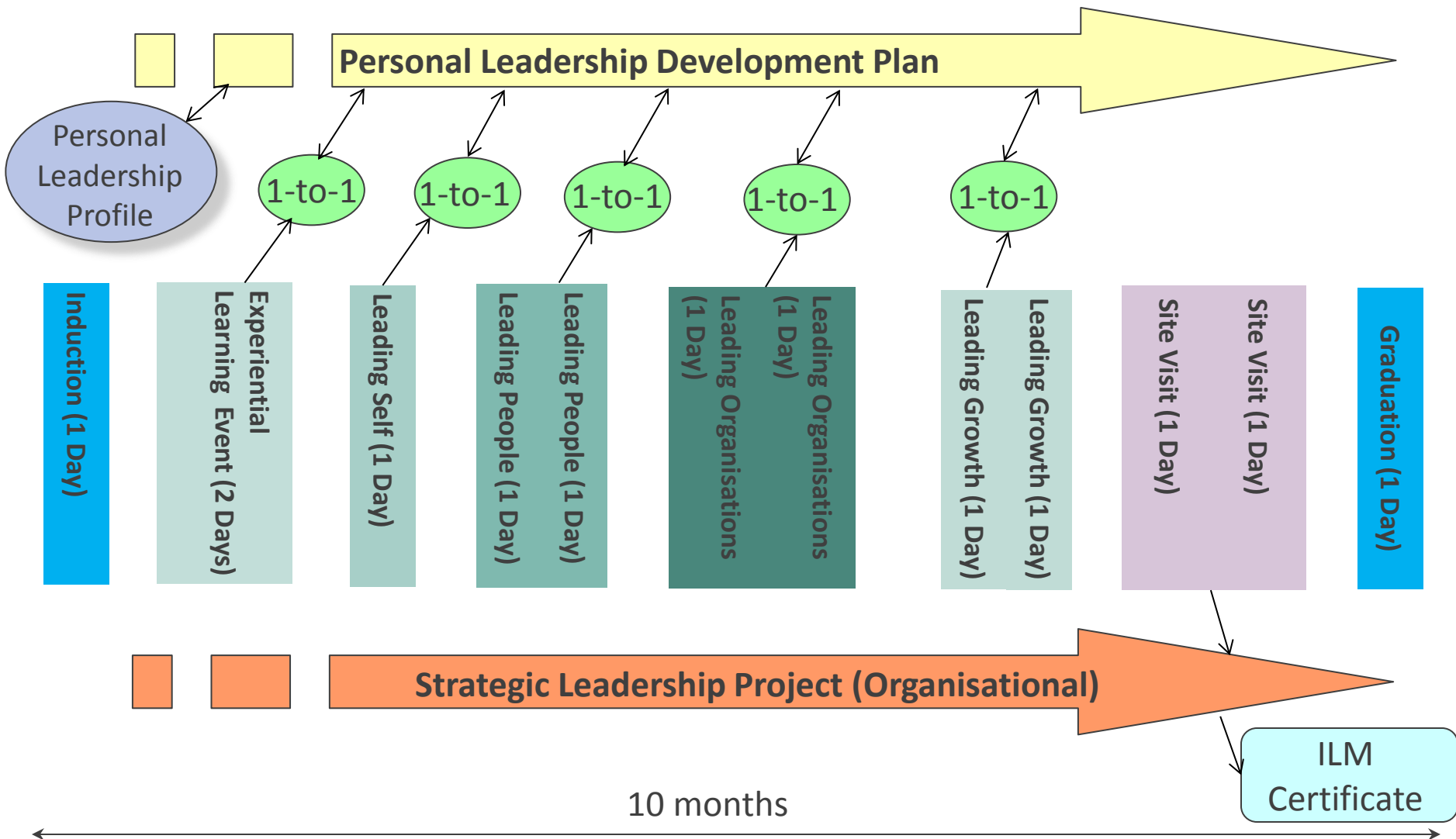


10 months

**Key**

- Shadow
- Learning, Reflection & Planning
- PRIFYSGOL BANGOR UNIVERSITY
- 1-to-1 Coaching
- Master Class & Action Learning 1 day
- ESF (European Union)

# Leading Growth Programme Outline





# LG Programme Modules

- Leading Self
  - ◆ Personal Leadership & Emotional Intelligence
  - ◆ Situational, Transactional & Transformational, Distributed Leadership
- Leading People
  - ◆ Coaching Theory & Practice (Individuals)
  - ◆ Team Leadership (teams)
- Leading Organisations
  - ◆ Financial Management
  - ◆ Brand and Values
- Leading Growth
  - ◆ Strategy and Innovation
  - ◆ Leading and Managing Change

**Action Plans &  
Graduation**

# Programme Components

- Leadership Experiential Event
- Personal Leadership profile/report (Facet 5)
- 5 Personal executive coaching sessions
  - ◆ approx. 6 hours 1-2-1 support)
- 5 Knowledge Action Sets.
- 6 Masterclass / Think Tank sessions
- Strategic Leadership Project (work-based).
- Personal Leadership Development Plan
- Site Knowledge Exchange Visits
- ILM Certificate

# Delivering Results: Programme Impact

Based on:

- ◆ 456 companies completed the programme (2010 - 2013)
- ◆ 221 delegates on current Cohorts
- Average increase in turnover:
  - ◆ **26%** per business
- Average increase in staff:
  - ◆ Additional **2.3** jobs per business

# A delegate's experience

Mark Bowen, Andrew Scott Ltd

# What enhances the journey?

- Effective peer network and support – neutral and independent
- Clarity of your journey ahead and the challenges to be addressed
- Recognition of your leadership strengths and development needs
- Ability to let go
- Strategic and pro-active thinking and action
- Balancing organisational and business development needs
- Effective use of your time and available resources
- Being a better and effective learner

# Delegates comments...

*“A breath of fresh air in terms of business support programmes. The LEAD Wales programme has been an absolute inspiration.*

**Since starting LEAD my business has grown from 17 to 23 people. I have been determined to continue with LEAD as each day spent here has given me invaluable time out for reflection, learning and the generating of ideas.**

*Through this **COMBINATION** of experiences I have learned and developed both as a business leader and as a person. In particular I have learned to engage my brain again. In business it is very easy to get bogged down in the detail, never coming up for air to see the bigger picture.*

# Online Leadership Network

- Central point for resources and communication
- Access to the LEAD team and your LEAD peer network
  - ◆ [LEAD Wales Website - Delegate Logon](#)
  - ◆ Email login / Password
  - ◆ Online Library
  - ◆ Communication forum

# Impact

- "The programme gave me the practices to lead my team to develop and deliver a timely operational strategy"
- "I came away with a clear plan on how to engage my team with our strategic vision"



# Questions

# Further Info

- [www.leadwales.co.uk](http://www.leadwales.co.uk)
- 01792 606307
- [info@leadwales.co.uk](mailto:info@leadwales.co.uk)