



### Situation

Leadership is often thrust upon successful salespeople and frequently without the support of sales management training to help them be effective team leaders.

### Outcomes

With fewer layers in today's organisation structures, with more remote working and increased use of virtual enterprises with ad hoc teaming, the emphasis is focused upon individual responsibility and accountability. For the leader, this means delegation and trust, and so there is an imperative for the leader to use coaching skills for effective and efficient day-to-day leadership of staff and delivery of superior business performance. It also means they have to become proficient in producing appropriate data, analysing and reporting it.

### Who Will Benefit

- ❖ Senior Leaders responsible for the development of others
- ❖ Team leaders and managers who want to get the best out of their people
- ❖ Line managers who want a structured and effective method of undertaking their monthly reviews
- ❖ Line managers who want to develop their staff in their current role and also longer term

### Format

This is a 1-Day interactive workshop for between 6-12 participants under the guidance of a BKC Workshop Leader. Participants will work individually and in groups to learn and then build specific examples of leadership and coaching tools they can use immediately in the field to lead and support their team. In addition they will learn how to combine team leadership with reporting responsibilities.

### Content

The workshops are interactive using small group exercises as a way of accelerating the learning process:

- ❖ Understand the difference between leadership and management
- ❖ Provide a sound understanding of the principles of coaching and its role in the workplace
- ❖ Explore coaching definitions & models with effective questioning skills
- ❖ Recognize the effects of self-limiting beliefs on performance
- ❖ Develop strategies for overcoming negative thinking
- ❖ Develop a framework for balancing time with team and time for reporting

### Pre-Requisites

Each participant will be furnished with a pre-workshop focus questionnaire two weeks in advance that will require them to consider and then answer a number of questions relating to their market, company and leadership challenges they experience. Each participant will bring with them details of the top three prospective leadership challenges upon which they are working for development during the workshop.

### On-Going Support

As a separate module, a post-workshop programme is available for participants.

### Action

Contact John Busby now on + 44 7968 066 165 or email at [jb@bkc.net](mailto:jb@bkc.net) to arrange an initial conversation.

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