



# Leadership Development

This programme has been designed by The Colour Works.

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# Challenges

All evidence demonstrates leaders need high levels of emotional intelligence in order to take their people with them. How do your leaders measure up? Do they gain trust and respect through how they carry themselves and treat others? Is their behaviour consistent and their communication of the vision and mission unambiguous and inspiring?

## Our Approach

Whether it's an organisational-wide leadership programme, a future leaders framework, a senior leadership solution or an accredited management and leadership pathway; we've seen and done it all across every sector and in every size and shape of organisation. With more than 300 years' experience across our team, many of it recognised by professional bodies such as the CIPD, ILM and CMI, we've been commissioned to design, deploy, facilitate and measure programmes within global, local and highly complex organisations across the globe. We specialise in working with organisations who face real cultural challenges, and with those who want to improve employee engagement, retention, capability and connection with purpose and values.

Our solutions usually begin with an introduction to the Insights Discovery model and profiles. This lays the groundwork – understanding your leadership style and the impact you have on others better, providing a shared language for an appreciation of behavioural differences – for further improvements.

Our approach is both modular and bespoke; with tried and tested off-the-peg programmes that deliver cost-effective results through to fully bespoke solutions that aim to embed with your approach to performance, talent management and wider HR strategy.

Depending on need, time and budget, a programme of 1:1 coaching, team workshops and 360 exercises – including any of **these areas of delivery** – will be proposed.

# Follow-up & ROI

Follow-up and follow-through are important factors to ensure the leadership learning journey sticks and makes a tangible difference to your strategic outcomes. We'll be with you every step of the way and provide a raft of leadership development resources and exercises to support you in keeping the learning alive.

We know the importance of measuring return on investment and will both recommend and agree with you upfront how we measure outcomes and collaborate to ensure we're on track.