

**HIGH TECH, HIGH TOUCH, HIGH IMPACT**

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**Inspired**  
LEADERSHIP

**"I WISH ALL LEARNING COULD BE THIS WAY."**

## Is Inspired Leadership for you?

- Are your managers great technically, but need to grow as leaders?
- Are you trying to shift your culture to thrive in this new world of work?
- Are you doubtful about the impact of long face to face classroom sessions but don't have a good alternative?
- Are you thinking strategically about future leaders, but don't know where to start?



**IF SO, THEN INSPIRED LEADERSHIP IS FOR YOU.**

## How does Inspired Leadership work?

We start with an unusual but highly effective approach to get the right people in the journey. Nobody learns if they don't want to. Then we leverage on-line digital tools to make learning flexible around work, so reduce time away from the office/desk/site. BUT we know that on-line learning for leadership development doesn't really work so well UNLESS we hold learners accountable for their learning. So we meet them, in small groups at your office; once every 4 weeks in high impact 1.5 hour, group coaching sessions lead by a certified facilitator.

Inspired Leadership is about practical action & critical reflection. To make that happen the learning journal weaves a golden thread through the modules and face to face sessions, increasing application, reflection and personalising the journey.

## Why does it matter?



An organisation that wants to drive profit and business results cannot ignore the single most effective way to do that: improve the effectiveness of your managers. How a manager treats their team accounts for 70% of the variance in employee engagement. And engaged employees drive business results.



## 2 JOURNEYS

Inspired Leadership is a unique blended application-based approach to leadership learning which focuses on two journeys: Emerging Leaders & Manager to Leader

### EMERGING LEADERS

Our core Emerging Leaders Journey is aimed at high potential future managers, technical or functional experts and early career professionals. The goal is to build essential leadership & foundational skills and experience whilst building a strong pipeline of future leaders. It bridges the gap between high expectations and the reality of the world of work.

### MANAGER TO LEADER

The Manager to Leader Journey brings the latest management and leadership thinking to your managers using feedback, high impact, and short duration, face to face group facilitation and self-directed digital learning which challenges their continued application of the learning every step of the way.



### MANAGER ENGAGEMENT

We include a comprehensive 7-point engagement approach for the manager of the learner. We know managers unlock workplace application, or stand in the way of it. So we are determined to equip them and engage them in the journey. Funny thing is that they learn too!



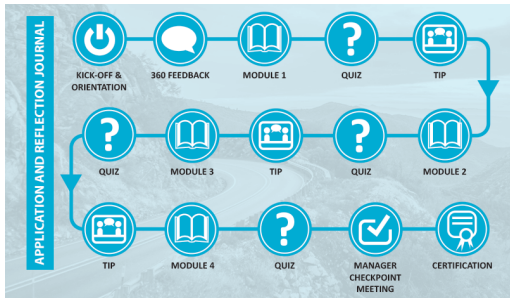
### COMMUNICATION

We thought we could take the pain of setting this up away from you too, so we have a full communication plan to kick-off and launch Inspired Leadership that is yours, for free.



### DATA AND REPORTING

So you are kept in the loop all the way, we give you reporting data that is easy to use & take action from. E.g, who is retaining what they learn? Who is struggling with getting support from their manager? What impact is this having on their engagement, productivity and retention.



## JOURNEY PLAN

Each journey is made up of paths. A path is comprised of 4 modules and is 4-5 months in duration with 5 face to face facilitated group coaching sessions in each path.

## EMERGING LEADERS PATHS

- Path 1 - Leading Self: Understanding Me, Emotional Intelligence, Conflict Management, Developing Agility
- Path 2 - Leading High Performance: Vision & Goal Setting; Coaching and Mentoring; Feedback; Meeting Management
- Path 3 - Leading without Authority: Influence, Communication, Personal Brand; Managing Up
- Path 4 - Leading Business: Networking & Collaboration, Tools for Success, Financial Literacy, Strategic Leadership.

## MANAGER TO LEADER

- Path 1- Leading Self: Self-Awareness; Effective Communication; Crucial Conversations; Building Trust
- Path 2 - Leading Others: Leading Change; Leading High Performance; Creating a Culture of Learning and Growth; Managing Poor Performance
- Path 3 - Leading the business: Business Acumen; Understanding my Organisation; Tools for success; Management Effectiveness

### HR Champion story

*"The Inspired Leadership approach & methodology is so clear. They provided me with a detailed communications plan, so that we set up the learning the right way. The impact was significant. I receive great support and partnership from the Inspired Leadership reseller and facilitator who really cares about the learners in our cohorts." - Chantelle*

### Manager to Leader story

*"I received feedback in the 360 that didn't sit well with me. I bought 2 cappuccino's & because the person selected to not be anonymous, I went to her and sat down with her to explore what was behind her feedback. We had such a rich discussion & I am grateful for the feedback and the opportunity Inspired Leadership created to engage on this topic." - Clarise*

## Enable Excellence is a certified Inspired Leadership Partner

Debbie Anderson is the owner and director of Enable Excellence Ltd. She is a highly experienced leadership facilitator who helps people to unlock their self imposed barriers to success. Debbie worked in the corporate world for 23 years and since establishing Enable Excellence has collaborated with international and UK clients both in the Public and Private sectors.

Debbie has a wealth of experience using blended learning techniques and is adept at using technology to support growth and development. She excels at providing an environment where people have time to practice and to think, helping them to challenge their beliefs and assumptions in order to reach their full potential.



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