



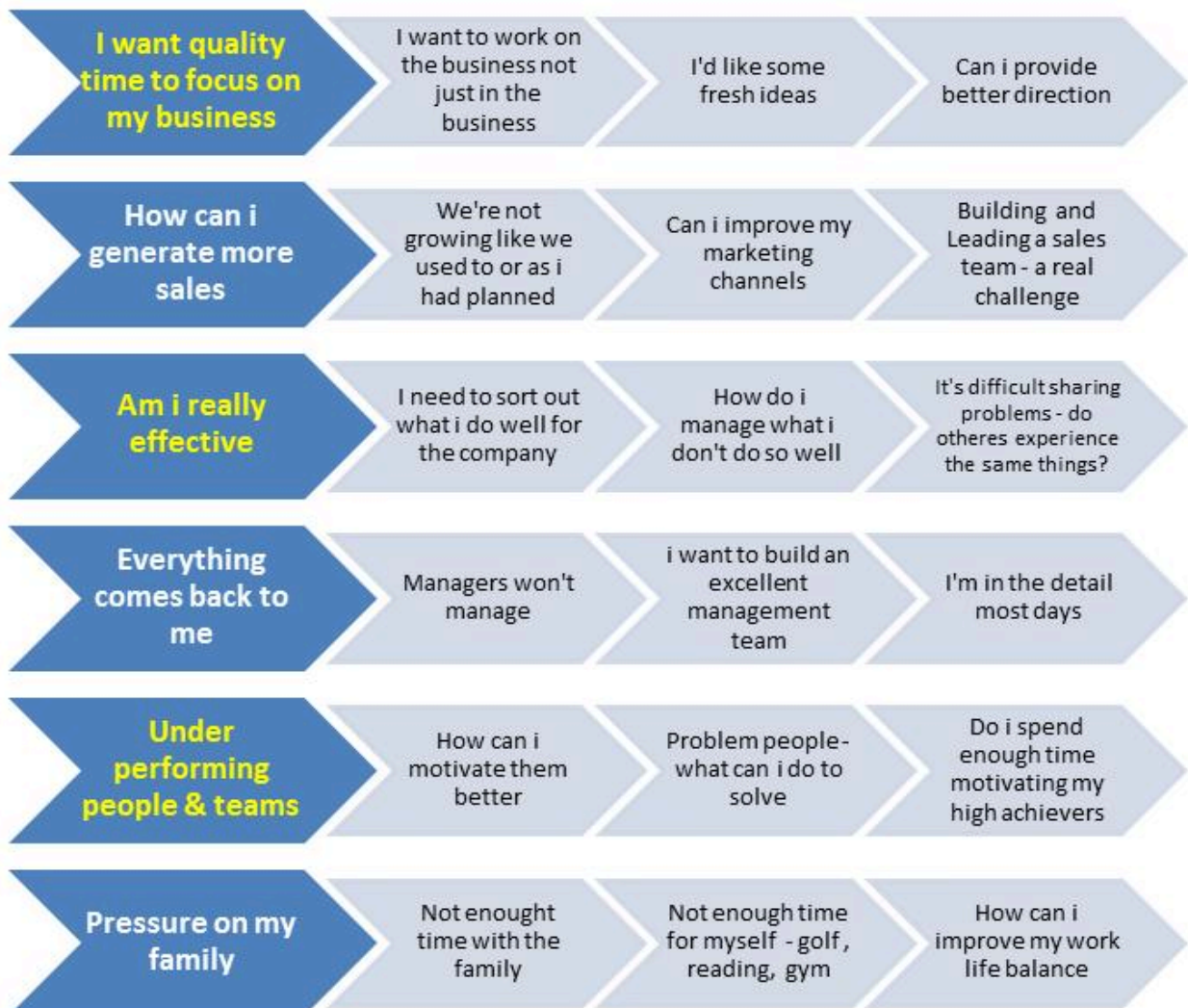
ITHAKA

LEADERSHIP DEVELOPMENT

The Ithaka Leadership Programme for Managing Directors, Directors and Senior Managers

“Not an academic Programme - a practical business development journey designed over 20 years for the leaders of small and medium sized businesses”

These are the issues most commonly faced by Small & Medium sized businesses





The Ithaka Leadership Programme

With optional Coventry University Diploma Accreditation

Four, 2 days of quality time working on your business spread over 7 months

**Leaders develop strategic vision
Leaders manage the culture & relationships
Leaders are effective at delivering business success
Leaders are effective at challenging the status quo**

This advanced leadership development process is for Managing Directors, Directors and key decision makers. You should be ready to face new in depth challenges to your leadership capabilities, which will result in positive development for yourself, your team and the growth of your business.

The programme is highly experiential and you will clarify and experience the difference between leadership and management, as well as confronting and overcoming your barriers to further business success.

SUMMARY

The entire process is very interactive and practical with individuals gaining the confidence to “open up” to their real personal, team and business issues. The process is carefully designed to introduce participants to a wide range of new experiences, which can be transferred back to their organisation. This improves their leadership skills, their senior leadership team effectiveness and the resolution of business issues.

The University accreditation process (optional) is challenging and work based, so ensuring the transfer of new ideas into the business. Each of the work based projects requires:

Research → Planning → Implementation → Review

At Diploma Level the four modules are integrated into a seamless development process, linking all aspects together, so providing a truly holistic leadership journey.

Numbers are restricted to 8 maximum per programme to ensure full interaction.



The Ithaka Leadership Programme - Diploma Outline

During the programme each individual develops a **PERSONAL ACTION PLAN** for improvement and each member shares the experience of other participants. These plans are implemented and then regularly reviewed throughout the duration of the programme.

The four modules are reinforced through implementing relevant change projects in the business. Each being assessed through an executive style report and marked by the University.

A. DEVELOPMENT THROUGH EXPLORATION WITH OTHERS:

Individuals are helped to explore, how they can maximise their contribution to their business; frequently individuals feel some discomfort through this phase of the programme. The old saying “there is no gain without pain,” holds true in this case. This is achieved by providing quality time for:

1. Learning about themselves in a “safe environment” alongside seven other business leaders and an experienced facilitator/mentor.
2. Receiving feedback from partner, friends, colleagues and peers, providing “a picture of you as seen by others”.
3. Using Insights Discovery® personal profile to explore personality, how they use authority, their management style, how they build effective working relationships, their understanding of being members of teams and of the important dynamics of teams.
4. Reviewing the culture and relationships of all stakeholders.. Providing a solid method for managing culture.
5. Receiving important input from the facilitator and from the other delegates.

B. LEADING & DEVELOPING AN EFFECTIVE SENIOR LEADERSHIP TEAM

1. This element introduces individuals to techniques for evaluating the effectiveness of their existing senior leadership team.
2. They are helped to understand how their team can become more effective as a result of the quality of their leadership; and improve their team’s problem solving/decision making capability.

C. DEVELOPING THE BUSINESS CULTURE

1. Each Delegate analyses their current culture (the way we do things around here) and identifies change for improved business results.
2. Focusses on the importance of effective working relationships, not only in the business but with suppliers and customers.
3. Developing a creative and collaborative culture.



D. IDENTIFY STRATEGIC / OPERATIONAL KEY ISSUES FACING EACH BUSINESS

1. Each delegate identifies the business challenges they face by exploring their business with the other delegates and facilitator.
2. Solutions are explored and new approaches developed for tackling the issues e.g.
 - Position your business in the right markets
 - Leading the growth of sales from start up to high growth
 - Developing the right infrastructure to support sales growth
 - Have I the right management team

Duration

Four 2 day workshops plus four work based projects spread over 7 months. Start Dates are shown below.

Days 1 & 2 - 4 & 5 Sept 2014
Days 3 & 4 - 4 & 5 Nov 2014
Days 5 & 6 - 20 & 21 Jan 2015
Days 7 & 8 - 10 & 11 March 2015

All days run from 0900 to 1700

Investment

£2950 + vat plus University accreditation cost of £620 + vat for those opting for Accreditation

– for SME's that qualify for Growth Accelerator matched funding may be available for this programme reducing investment to £1475 + vat and £310 + vat respectively. Ithaka is able to assist companies to access funding.

Please call Chris to discuss the programme on 0845 496 4548