

case study

financial consultancy



Programme Title:

Leadership Challenge.

Organisational Context:

- To enhance the leadership knowledge and skill set of the Leadership Academy 2005 participants.
- Equip the leaders with a toolbox of applicable skills in order to accelerate individual and team performance
- To support existing leadership programme initiatives
- To develop the skill sets of a pre-selected number of high achievers with strong potential.

Sample business issues:

- Limited number of people with the appropriate skill sets to manage change effectively
- Unsustainable work load for the existing pool of appropriately skills individuals
- Need to augment the existing leadership and talent management programmes with a dynamic, memorable and intensive 3 day offsite.

The solution:

- Extensive design through Mission's comprehensive 5 step pre programme consultation
- 3 day programme designed with robust theoretical models and activated through experiential learning and a leadership 360 degree survey.

Programme interventions:

- Extensive design through Mission's comprehensive 5 step pre programme consultation
- Pre-programme Leadership 360 degree survey
- 3 day experiential offsite utilising accelerated learning techniques
- Off-site workshop
- Leadership 360 degree re-survey.

Programme Content - Theoretical Input:

- Leadership 360 degree survey
- Performance Challenge ©
 - Leading Self & Others LSO©
 - Building High Performance Teams
 - Why & How we learn
 - Action Centred Leadership
 - Anchoring to Habit ©
 - Actions of a Leader.

Activated by:

- Off site delivery
- Experiential yacht based programme
- Experiential Royal Navy's Sinking Ship Simulator
- Facilitators unique experiences www.missionspeakers.co.uk
- Specific leadership 360 degree feedback delivered at the beginning of the programme and coached thereafter.

Results:

- Rise in competence of 68%
- 95% felt experiential activity was an appropriate method to activate the learning
- "Great programme – would recommend it to everyone".



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