

## Effective Leadership Development

*“Whatever you vividly imagine,  
ardently desire, sincerely believe,  
and enthusiastically act upon...  
must inevitably come to pass!”*

Paul J. Meyer

## Develop authentic leadership and it will help drive organisational effectiveness

Achieving an organisation’s stated commercial objectives, without risking operational inefficiency or wasting resources requires effective leaders to provide the necessary vision and direction.

Leadership is a vital element in any organisation and LMI believe everyone has within them the talent to be an effective leader. It is a talent that requires nurturing.

However, different organisations require different leadership styles, rather than a one-size-fits-all approach to dealing with the unique challenges they face.

LMI programmes are designed to provide the permanent change in attitudes and habits that will enhance leadership abilities to deliver increasing productivity and effectiveness.



We understand that whilst everyone has the talent to lead within them, many lack the awareness or skills to make the most of what they have. Our programme will help nurture this talent and help managers develop the leadership skills they need to become effective leaders.

If you or those around you are working longer in the hope of getting everything done, burnout is a risk. This programme will demonstrate how to organise, develop and make more effective use of your management and leadership skills.

You will learn to devote time to high-payoff activities, whilst delegating to others, tasks they can complete just as easily, especially with a little direction.

The structure and content of our programmes is based on more than 50 years' people development success, working with organisations of every size and complexity, across the globe.

We will not train you, but help you develop the skills you need to be an effective leader. Goal-setting will help you achieve more and you will build stronger, more productive teams through empowerment, at every level.

Your attitudes and habits towards leadership of yourself and others will be permanently changed by this programme and you will be closer to becoming a Total Leader®.



Now is the time to show you know the difference between doing things right and doing the right things.



## Effective Leadership Development delivered in 8 lessons

### Successful leaders



Lesson one explains that everyone has leadership within them and it's about nurturing this talent and shaping it for your unique situation. We will explain the purpose of leadership development and the slight edge you will gain, as we help you define your own personal success.

### Time flies



In the second lesson, we look at time and its real value. You will learn how better to manage your own time and that of others as you understand the benefits of time management. It's about getting more done in less time, not extending your hours.

### Effective authority



Lesson three looks at the source of genuine authority and a positive approach to discipline. You will learn how planning and preparing will help prevent problems with people. But you will also discover the best approach to corrective action and how to handle more serious personnel issues.

### Personal responsibility



Everyone knows they should delegate more of their workload, but knowing how to do it effectively is the key to success. We explain how your attitude effects delegation and that different levels will need a different approach to performance feedback – and how to delegate upwards too.

### Essential communication



In the second half of the programme we look at the importance of effective communication and the need to understand yourself, as well as what motivates others. You will improve your skills, whilst learning the value of downward and upward communication and how to overcome barriers.

### Motivating people



Lesson six will help you understand motivation and how best to motivate people to be more productive. We cover traditional methods of motivation and how you can use the power of informal groups, before you learn how to develop a motivation plan and the benefits it will deliver.

### Solving problems



Even just an ounce of prevention will help you avoid a whole heap of problems. But we'll also explain how every difficulty can be an opportunity and help you separate organisational and personal problems. We'll also show how to handle people problems and deal with irrational behaviour.

### Developing potential



In the programme's final lesson we help you recognise the key to increased productivity; yours and those around you. We'll explain the benefits of training and developing the right people, the processes involved and how everything comes back to the manager and the bottom line.

## Results delivered



Every LMI programme is designed to nurture the talent within an individual. We help people develop and be all they can be, by changing their habits and attitudes. We help change the way people act, behave and think. Permanently.

The LMI approach to effective leadership development allows busy managers and supervisors to understand what is possible and the benefits they can expect by completing one, or all of our programmes on route to becoming the Total Leader® their organisation needs.

## Time to change



We believe the personal and business aspects of your life will benefit from a long-term commitment to goal-setting. But we believe permanent change takes time, which is why our programmes are delivered over weeks, not covered in an afternoon or a weekend. This approach delivers measurable results, with a quantifiable return on your investment.

## Spaced repetition



One of the first to recognise the power of spaced repetition to improve retention of learning in the field of people development, LMI has delivered success for more than 50 years. Participants in our programmes explain that concepts not immediately clear, become more so as they progress through the programme.

## Multi-sensory learning



Our programmes are designed to appeal to more of your senses, again to help the process of permanent change. By reading lessons and writing notes on the pages, then listening to audio files of the same lessons, information is more easily retained over the long term.

## Coaching session



Discussion with the programme facilitator or between members of the group is followed by a requirement to write out action steps, plans, goals, etc.

We always encourage hand writing notes rather than typing digital files because experience shows us more important information is retained and it helps the process of changing attitudes and behaviours, permanently.

## Process Management and Feedback



The end of each lesson features an Application and Action section, designed to stimulate discussion of the lesson material to elicit personal insights from participants, to help contextualize the programme.

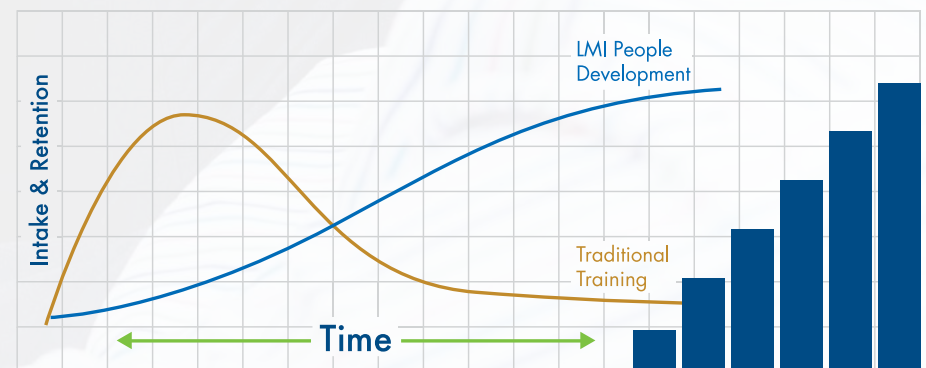
A Plan of Action is included, which will help programme participants turn what they have learned into actions as they begin the transformative process of becoming a better leader and becoming a Total Person.

A mid-term and final evaluation is conducted to review progress and results. A final graduation presentation is given by the participant at the end of the programme.

## Next Steps



Our goal is always to achieve tangible personal and business results for clients. Isn't it time you made the investment, nurtured the talent within and fulfilled your true potential or that of the people that will make a difference to the future of your organisation?



# The Total Leader®

Every organisation is faced with an increasingly competitive world, with ever more demanded of those that lead. Recognising the need to develop more effective leaders, ready to face the challenges ahead, LMI created and developed the Total Leader® concept.

Our dynamic and innovative development process will enhance your potential and nurture the talent within to help you be a better more capable leader and someone others will follow.

In addition to Effective Leadership Development, our programmes address four critical areas of personal development that an individual must master before they can be considered.

## Effective Personal Leadership

Personal motivation and self-image are key to how you perform, respond and ultimately lead others; it is the core of an individual's character.

Our training will help realise your personal leadership potential by building upon your existing strengths and improving how you see yourself.

You will learn to make more successful choices by overcoming past conditioning and increase self-motivation by changing attitudes, behaviours and habits that have held you back.

## Effective Personal Productivity

The foundation of all effective leadership and a basic aspect of human nature, yet many people lack the direction they need to achieve their desired results.

Our development process will help you or members of your organisation, proactively develop goals to achieve results and increase productivity by

determining priorities, whilst communicating more effectively.

You will learn to deal with interruptions, become a team player and thrive in a learning environment.

## Effective Motivational Leadership

The natural ability to lead and motivate others is rare and for most will need to be developed and enhanced with new skills.

We'll help you and your team understand what it takes to become an effective motivational leader and develop and communicate a vision for the future.

You will create winning teams that can evolve with the business world and promote growth and advancement, whilst establishing an organization of leaders.

## Effective Strategic Leadership

The ability to define and develop the purpose of the organization, determine its key strategies, select the right people for the right roles, and oversee the processes required to achieve success.

Our programme will help you clarify your strategic purpose, the very reason you exist and complete a comprehensive strategic assessment to recognise where you stand now.

You will also learn to create your strategic development plan and implement your strategic execution with a renewed focus and energy.



To find out more, or to discuss your needs  
in more detail, please contact Mark Tonks

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