

'Engage': Individual Executive Leadership Development

An opportunity for leaders to take part in a pilot of an innovative leadership process *Limited Numbers*

What is it? Who is it for?

'Engage' is a new one-to-one leadership process similar to an executive assessment or coaching intervention. We are Chartered Occupational Psychologists, currently seeking leaders in a Head of Function or 'Manager-of-Managers' level role who are interested in participating in our new, pilot programme. Leaders will gain greater self-awareness and receive insightful feedback from the process. Coaching support is provided to create a clear development plan to help realise their career ambitions.

What's new about it?

'Engage' is based on more modern, fresh thinking about leadership, including 'Authentic Leadership' approaches. Our approach focuses on an individual leader's unique values, strengths and aspirations supporting them to realise these more effectively at work. These then form the heart of their development plan, driving their career and personal impact at work. We believe that 'Engage' will lead to greater engagement and better development outcomes - because the commitment to change comes intrinsically from within leaders themselves. Because 'Engage' starts from the underlying qualities of the leader, it is less prone to social bias, and celebrates individuality and diversity. The authentic leadership approach that underpins 'Engage' can also compliment any behavioural models or frameworks that may exist already within your organisation.

What's involved?

The commitment for each leader is a total of 5 hours, split over 2 sessions with one of our experienced Development Coaches. The first session is a combined assessment and collaborative feedback meeting, and the second is a development catalyst meeting.

The Engage process involves the following elements:

- **Environment Scan** – structured questionnaire to understand exactly what the unique challenges are upon the leader and their function. This helps focus the leader and their development plans on the areas that will really make a difference to the organisation. It provides a commercial edge to the development intervention and action plan.
- **Values Card Sort** – an engaging and transparent exercise to identify the core values of the individual, and discuss how these play-out in their work and life. This helps the leader to construct their own personal brand/story, and to place this at the heart of their development plans.
- **360 Authentic Leadership Feedback Questionnaire** – an online, structured questionnaire tool that provides feedback to the leader on the climate and impact they create on the people around them. As the tool is specifically focused on Authentic Leadership impact, this tool can sit alongside existing, internal 360 tools if necessary.
- **Career Discussion** – an interview focusing on the individual's leadership approach, future aspirations and vision for their current role and beyond. Inclusion of core behavioural competences here can align development plans to business drivers.
- **Personal Leadership Profile** – a comprehensive psychometric tool to bring further structure and insight for inclusion in the development plan.
- **Development Planning** - in between sessions, the leader will have access to a structured self-reflection and development planning tool to empower them in the development process.
- **Feedback Report** – in between sessions, the Development Coach will produce an integrated report for the leader, to be discussed at the second meeting, and to inform the review of their personal development plan.

Sounds good - what next?

Free places on our pilot programme are **limited** – so please get in touch to check availability. Whilst participation in our pilot programme is free, but we are asking for feedback from our participants so that we can further refine and validate our tools and approach. 'Engage' is a professional collaboration between Chartered Occupational Psychologists, JAM Consulting and Peoplenetics Ltd.

Contact either Richard Ogden 01235 751264 or richard.ogden@peoplenetics.co.uk, or Jane Arthur-McGuire 0797 354 8293, jane@jamconsulting.co.uk to discuss further.

'Engage': Individual Leadership Assessment

