

# BREAKTHROUGH LEADERSHIP DEVELOPMENT PROGRAMME™

Turning Good Managers Into Great Leaders



Our unique modular-based training programme is designed for experienced, mid-career professionals in middle to senior level management positions who wish to enhance their leadership competencies and practice and to prepare for the critical transition into strategic leadership roles.

This programme is guided by The Institute of Leadership & Management's [Dimensions of Leadership framework](#) which is based on extensive research into the knowledge, skills, attitudes, behaviours and values that enable leaders to achieve successful outcomes in any private, public or voluntary sector organisation.

**Length of the programme:** This programme comprises 6 modules delivered over 6 months or 9 months or 12 months. Each module includes 2 sessions delivered 2 or 3 or 4 weeks apart.

**Duration of each session:** 2-hour (including one break) taught session delivered online or face to face PLUS approximately 2 hours of reflection and self-study using the Reflective Learning Journal, handouts and a list of recommended resources for each module.

**The Breakthrough Leadership Development Programme™ includes the following modules:**

## Module 1

### Session 1 - From management to leadership

- Management vs leadership
- Six Leadership Transitions
- Leadership styles
- Authentic leadership in the workplace

### Session 2 - Executive presence and personal brand

- Executive presence and self-perception
- Ways to enhance your executive presence
- What is leadership brand and why your personal leadership brand matters
- Evolving your personal leadership brand over time

## Module 2

### Session 1 - Building mental resilience and success strategies

- Understanding stress and its impact on our health (both physical and mental)
- Understanding resilience and its connection with emotional health
- Building your own Resilience Development Plan
- Strategies to build personal resilience to flourish during challenging times

### Session 2 - Agile leadership

- What does it mean to be an agile leader?
- Agile leadership vs traditional leadership models
- Agile leadership as a behaviour-based competency model (The HAVE Model)
- Nine principles of agile leadership
- Becoming an agile leader

## Module 3

### Session 1 - Change and conflict in the workplace

- How we respond to change in the workplace
- Dealing with colleagues who oppose change
- Managing the emotion alongside the processes of change
- Moving from conflict to resolution in change management

### Session 2 - Leading during challenging times

- Brain-based leadership in a time of heightened uncertainty
- Fostering collective intelligence
- Building trust, sense of inclusion and psychological safety in the workplace
- The trauma-informed approach to leadership and management during challenging times

## Module 4

### Session 1 - Leading the diverse workforce

- Diversity as a desirable strategic advantage
- Barriers to diversity and inclusion
- Ways to create an inclusive and collaborative culture in the workplace
- Inclusive leadership: Signature traits and acts of inclusive leadership

### Session 2 - Coaching and mentoring skills

- Coaching vs mentoring and their role in the workplace
- Coaching and mentoring as key leadership skills
- Coaching models Use of the advanced communication skills in coaching and mentoring

## Module 5

### Session 1 - The art of judgement: Effective decision making

- Judgement as practical wisdom and kinds of judgements
- Unconscious biases and mental shortcuts in decision making
- The attitude of wisdom and The Balance Theory of Wisdom
- Decision making process and tools

### Session 2 - Time management skills

- Understanding time (clock time vs real time) and productivity
- Self-management as time management
- Essential tools and techniques in time management
- Designing your most effective day and week

## Module 6.

### Session 1 - Communicating with impact

- Communication as a core leadership function
- Three levels of communication skills for leaders
- Key principles of leadership communication
- Communicating with impact

### Session 2 - Influencing skills

- Power and influence
- Dealing with multiple agendas and understanding the bigger picture
- Building high quality relationships, trust and credibility
- Effective and ethical influencing process
- Enhancing your influencing skills

*“The programme [Breakthrough Leadership Development Programme™] has been recognised as supporting improved leadership practice and the programme content, learning materials and approaches have been assessed to be current, relevant and of a high quality, supporting and attracting the diverse needs of learners.*

*The programme has been recognised as a pathway grading to Member with The Institute of Leadership & Management on completion, providing learners with professional recognition related to their leadership learning and an ongoing commitment to continue to develop as effective leaders and to inspire others to achieve excellence.”*

*The Institute of Leadership & Management*

**Certification is awarded on completion of the full training programme** and is issued by The Institute of Leadership and Management.

The programme can be delivered face to face, virtually/online or as a combination of both approaches – depending on the circumstances and requirements of the client organisations.

**Contact us for further information and a quotation:**

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**L&M Plus Consulting Ltd.**