



# LEADERSHIP COLLECTION

**A FULLY ROUNDED PROGRAMME DESIGNED TO DEVELOP PRACTICAL SKILLS TO APPLY IN THE REAL WORLD FOR BOTH THOSE NEW TO MANAGEMENT AND THOSE MORE EXPERIENCED IN THEIR ROLE.**

Our experience in this sphere encompasses the full spectrum of management and leadership development topics, including helping individuals lead themselves, lead others, and lead their businesses.

Alchemist supports businesses that require leadership development at all levels, ranging from new first line managers through more experienced leaders, right up to development for senior leadership teams and executive teams.

Take a look at our Leadership Collection to see how we can help.

## LEARNING DELIVERY LEVEL



## WHAT DOES AN ALCHEMIST LEADER LOOK LIKE?

An Alchemist leader acts as a constant reminder of the prevailing company culture, incorporating and promoting positive, sustainable, and inclusive values throughout the organisation. With a clear business acumen, a leader innovatively drives organisational development. Demanding the governance of strategic decisions, as well as the supportive guidance of people, leadership roles show a distinct versatility and a clear focus on embedding personal and professional development at all levels of a company.

*Leadership is a verb, not a noun.  
It is a position of action*

# PROGRAMME SUMMARY



An extensive programme that can be run over a 6-12 month period, featuring three separate module threads that can be delivered virtually to cover multi site locations and teams, or face-to-face where preferred.

## WHO IS IT FOR

As our leadership collection is suitable for emerging, core and experienced leaders, we have something that suits every leadership level, from those new to management and those more experienced in their role.

## WHAT PEOPLE WILL LEARN

**The Core programme** consists of six themed modules based around the core leadership capabilities required in the context of ever present global change. Throughout the Core programme participants will be assigned a buddy from their cohort that they will support and work with for the duration of the programme.

### Modules Include:

- LEADING REMOTE TEAMS
- BEHAVIOURAL AND VALUES-BASED LEADERSHIP
- RESILIENCE AND ADAPTABILITY
- LEARNING AGILITY
- LISTENING, COMMUNICATION AND AUTHENTICITY
- COMMIT TO PERSONAL GROWTH

### The Emerging Leaders programme

features five virtual modules, plus a final individual development element consisting of Insights Discovery profiling and a 90-minute Insights webinar. The Emerging Leaders programme also features group supervision sessions with smaller groups working with a facilitator to embed their learning.

### Modules Include:

- MANAGER AND LEADER
- BUILDING TEAMS
- MANAGING PERFORMANCE
- DEVELOPING OTHERS
- PROCESS MANAGEMENT
- INDIVIDUAL DEVELOPMENT

### The Experienced Leaders programme

features five virtual modules, plus a final individual development element consisting of TIFF profiling and a 90-minute coaching session. Supervision sessions are included, and there is the opportunity to complete E.Qi 2.0 profiling and Cognitive Process Profiling as part of ongoing development.

### Modules Include:

- STRENGTHENING TEAM DYNAMICS
- BUILDING FOR THE FUTURE
- COACHING FOR PERFORMANCE
- STRATEGIC LEADERSHIP
- LEADING WITH AUTHENTICITY
- INDIVIDUAL DEVELOPMENT

# KEY OUTCOMES

**The Core programme** focusses primarily on development of self and identity as an authentic and inclusive manager/leader. Additionally how we reach out to lead across the virtual divide and lead individuals working as a team to achieve goals.

**In the Emerging thread** those new to management will develop skills in the practical day to day aspects of managing and supervising others. They will also understand how to support a team through its development and continue to gain an understanding of their own process.

**Experienced leaders** will gain a better understanding of strategic leadership, how to further develop team dynamics and more insight into become an effective leader as they progress further in their career.

# OUR LEADERSHIP COLLECTION SOLUTION DELIVERY FORMAT

- Large scale virtual launch events
- Experienced and Emerging programmes offering versatility and personal choice
- Variety of 'Nudge' activities to embed behaviours
- Experiential actor led coaching and scenarios in practice
- Emotional intelligence profiling and coaching
- TIFF™ Profiling and Coaching
- Working with senior leaders to model what good looks like
- Live virtual 'Forum theatre' events with actors to explore best practice
- Actor-led video scenarios showing 'what not to do'
- 360 tool provision, and 360 feedback and coaching

We offer fully blended learning and development solutions, underpinned by data and technology.



## DIAGNOSTICS

Tools to best assess the needs of the organisation, team and individual



## INTERACTIVE

Hands-on development activities



## EXPERIENTIAL

Skills through practicing and reflecting



## IMMERSIVE

Simulated reality for transformational change

## OUR OTHER BUSINESS SOLUTIONS

- Attracting and retaining talent
- Change management
- Creating competitive advantage
- Embedding values and culture
- Service levels and customer experience
- Improving productivity and profitability



SPEAK TO **AN ALCHEMIST** FOR MORE INFORMATION

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