

DYNAMIC LEADERSHIP

AGAINST THE ODDS

Information Pack



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Purpose

Dynamic leaders are required to manage multifaceted operations including legal, financial, commercial, corporate communications, processes, and people. This can be most rewarding. However due to unconscious or indeed conscious bias and lack of diversity in many organisations, many black men and women face the glass ceiling.

The purpose of this development programme therefore is to:

- Help you to push past the glass ceiling and make positive changes for career advancement
- Equip you with skills and competencies to take up and progress in leadership positions and become great leaders in modern Britain.
- Equip you with the frameworks and tools to help you navigate workplace challenges and to further your ability to lead, negotiate and influence with impact.
- Capitalize on opportunities to meet and work with likeminded Black professionals from a range of sectors

Course Objectives

Create opportunities for Black professional learners to demonstrate all components of the dimensions of leadership through theory, group based practical activities, self-reflective learning and coaching opportunities, taking account of the racial challenges black leaders often face in the workplace and British society at large.

Learning Outcomes

At the end of the programme, you will be able to:

- Apply the 'vision' components of successful leadership through creativity, innovation, strategy development, leading change, evaluating risk, and inspiring others
- Demonstrate how to take ownership in the workplace and manage effective relationships by leading in different contexts and learning from mistakes
- Identify your personal leadership and communication style through self-reflection and make positive changes for your personal career advancement

- Recognise conflict, power and politics at play and find effective ways to navigate through challenging situations
- Implement strategies for overcoming challenges black leaders face in British society
- Demonstrate your ability to inspire others to deliver outcomes through various methods such as coaching & mentoring, talent development, adaptability, and sustained growth
- Demonstrate how your personal values and beliefs, impact behaviours and drive your decision making.

Course Structure and Content

The course will deploy a range of training methodologies including classroom style training sessions, group collaboration, communication, knowledge sharing, access to the 'ILM My Leadership' e-learning tool, comprising of 49 components covering all aspects of leadership and management including Authenticity, Vision, Achievement, Ownership, Collaboration and best practice leadership principles for black men and black women.

The course content will consist of:

1. An initial intensive classroom style learning session. This will enable you to reflect on and assess your leadership style and personal values. You will create an action plan for your own personal development as leaders.
2. Group coaching sessions. These sessions are designed to support you as you learn and work together as a small group.
3. Collaborative group activity. You will be involved in undertaking a six-week activity based on a live work-place scenario. This activity will be assessed on how well you demonstrate the 49 components of the dimensions of leadership.
4. A final assessment of the group activity.

Course Dates

The course will run for 3 months between September to December 2023.

In September the initial training day will be held in Birmingham at a venue to be announced, between 10am and 4pm

Between October- December participants will work with others on a group assignment. This will involve fortnightly small group work online for a minimum of 1.5 hours per session and a Group online Coaching Session.

In December the on-site group presentation, assessment and feedback session will take place. Again, this will take place in Birmingham between 10am and 4pm

Membership of the ILM

On successful completion of the course, you will automatically become a full member of the Institute of Leadership and Management. This internationally recognized professional membership body for leaders and managers entitles you to:

- Use ILM letters behind your name
- Access a range of services to help your Continuous Professional Development (CPD), including online learning tools, webinars and events, podcasts, career advice and tools.

Course cost

The course normally cost £999.00, however due to the sponsorship support of GMS we can offer this course at the reduced fee of £599.

Further discounts are available to companies who invest in 2 or more of their black staff. Information on the discount is available upon request.