



Leadership and Management Development

Training to influence the future of your company

If management is about doing things 'right' and leadership is about doing the 'right' things, then make sure you have the right training for the right people

The delegates we work with range from new managers looking for a grounding to develop their skills through to existing managers requiring a step-change in their overall effectiveness.

Take a fresh look at training



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The context in which training is framed depends upon the current state of the business as typically there are too many things to do and too little time to do them.

At PTS we address the subject of Leadership and Management Development by adapting our intervention to suit the customer, whether it is:

- Investigating and identifying the *issues* and providing solutions, or
- Designing and delivering *solutions*, where the issues have already been identified, or
- Where the solution has been identified, and we then *design* and *deliver* the programme.

National Framework or specific subjects

Courses are tailored by either structuring them around the National Framework or around specific subjects organised into a fully participative programme.

Following this, the **Context** and **Delivery** of the training is then established to deliver the required **Outcomes** (and within budget).

In our experience, managing any disconnect between what is taught in the classroom and what is applied in the workplace ensures the best return on investment. This can only be achieved through collaboration.

So if you are looking for a fresh approach to your training contact us now to explore how to gain the 'right' training for the 'right' people...

PTS has a wealth of expertise spanning 25 years.

Delivering Performance Improvement



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The design of a Leadership and Management Development programme is agreed by either using the National Framework as a template or is based around specific subjects.

SPECIFIC SUBJECTS

These are just some of the subjects available as part of our Leadership and Management Development programme:

- Coaching
- Building and developing a team
- Commercial acumen
- Leading and managing change
- Effective communication
- Influencing and negotiating
- Managing under pressure
- Developing presence (gravitas)
- Problem solving & decision making
- Developing business strategies
- Organisational development
- Self-development
- Statutory requirements and the law

NATIONAL FRAMEWORK

The framework is a structured development programme:

- Managing self and personal skills
- Providing direction
- Facilitating change
- Working with people
- Using resources
- Achieving results

CONTEXT

The context in which the training is framed depends upon the current status of the business, i.e. is it:

- A start-up operation
- In a development / consolidation phase
- Going for growth
- Looking to re-invigorate or re-invent itself
- In a rescue situation
- Planning on disposal

DELIVERY METHODS

Delivery methods are determined by the objectives, the business and the delegates, but could include:

- Classroom sessions and self-teaching
- Webinars and E-learning
- Coaching and mentoring
- Project-based training
- Accreditation and graduation

OUTCOME & ROI

The final stage in the process is to review the achievements and the return on investment:

- What was achieved in the classroom
- What was transferred to the workplace
- What were the measurable results



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