

ASPIRE

EQUIPPING THE LEADER OF
TOMMOROW TODAY

World Class
Authentic
Leadership
Programme

18 half day Masterclasses

Virtual or in Person Delivery

- Self Awareness & Resilience
- Personal Effectiveness & Productivity
- Motivation & Delegation
- Communication & Meeting Management
- Managing Conflict
- Negotiation Skills
- Influencing
- Everyday Presentation Skills
- Mastering Teamwork



Devised by

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LEADERSHIP AND EXECUTIVE DEVELOPMENT FOR TODAY'S AND TOMORROW'S DECISION MAKERS

View all our corporate training courses at www.equita.ie

Programme Overview

An intensive blended learning programme designed to give Business leaders maximum impact from a minimal time away from work and optimising their ability to develop, train virtually and apply new concepts and techniques, from multiple global locations on connected topics, bolstering their leadership acumen. This work aims to provide a Business context customised and taught leadership practical programme to explore individual and team leadership styles and facets across the following areas.

1. Self Awareness & Resilience
2. Personal Effectiveness & Productivity
3. Motivation & Delegation
4. Communication & Meeting Management
5. Managing Conflict
6. Negotiation Skills
7. Influencing
8. Everyday Presentation Skills
9. Mastering Teamwork

Programme Objectives

To assist Directors, Senior Managers, and Managers who, following talent calibration and/or training needs analysis, want to expand their leadership impact both to their teams and HQ by benefiting from formal training to support leadership style insights. To develop personal understanding and team impact of leadership in action and to build an armoury of leadership tool kits to enhance the leadership progress and their professional practice in future calibrating Business experts to lead in a fit for future world. ASPIRE will prepare supervisors and middle managers to become People and Business Leaders for today's world of work.

Programme Benefits

- Analyse their role of the leader in a rapidly changing organisation
- Identify the importance of flexibility and adaptability in developing people and in managing diversity and change.
- Understand own personality and communication style and how to adapt it for unique specific teams.
- Enable constructive communication by increasing the frequency and quality of conversations about performance and development.
- Teach others how to provide their own direction and support and ultimately more self-sufficient.
- Value and celebrate differences.
- Understand how to stretch into some of the softer and less technical skills with sophistication and dexterity.
- Have an authentic presence and be influential on the Business geographic leadership stage.
- Gather a range of relevant toolkits to use with discernment in corporate scenarios and lead change in the Business world of work of the future.
- Learn to be their authentic self at work

"These courses have enabled our people to build a picture of themselves as leaders, better manage their teams and understand what is required of them to be ready for the future"

**Una Healy - Training & Development Manager
PM Group**

Single discipline leads required to manage multi-discipline teams

Team leads/supervisors moving to management

Junior and middle managers aspiring to excel and optimise their time

Companies looking for return of investment on training

Businesses moving from hierarchical structure to empowered decision making

Fast paced growth companies with good talent

**So who is ASPIRE
designed for?**

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LEADERSHIP AND EXECUTIVE DEVELOPMENT FOR TODAY'S AND TOMORROW'S DECISION MAKERS

Pillar 1

Self Awareness & Resilience

Using Four Major styles/ Disc Model. This Module will provide participants with an understanding of their own personality type and the differences between people and how to make constructive use of those differences.

- Explore personality type and recognise individual strengths and development needs.
- Recognise the impact of personality type in decision making, conflict management, leadership, influence and communication.
- Identify and resolve team frustrations.
- Developing resilience
- Identify personal strengths and weaknesses; Develop a short goal action plan (1 year); Develop a longer goal action plan (3 years).

Pillar 2

Personal Effectiveness & Productivity

To provide participants with the organisational skills they need to operate effectively in their role.

- Manage time effectively.
- Make decisions.
- Order and prioritise daily work tasks.
- Manage the time-wasters.
- Develop productivity disciplines.

Pillar 3

Motivation & Delegation

To provide the skills and competence to enable participants to manage and delegate to develop as a manager and to enhance career value.

- Recognise the fundamental skills of delegation.
- Use the feedback model.
- Coach for performance.
- Facilitate full team progression.

Pillar 4

Communication & Meeting Management

To optimise executive communication with a strong focus on meetings where managers spend up to 70% of their time.

- Recognise the general principles of effective communication.
- Create clarity in message and give effective feedback.
- Maximise impact by the effective use of communication channels.
- Harness the skills of listening; Deal with difficult people.
- Communicate difficult messages and maximise the impact of positive news.
- Meeting management toolkit

Pillar 5

Managing Conflict

To provide participants with the skills to manage crucial conversations in resolving conflict.

- Limit negative aspects of conflict.
- Increase positive aspects of conflict.
- Enhance learning and group outcomes.
- Performance effectiveness.
- Crucial conversations.
- Know own conflict handling style.

Pillar 6

Negotiation Skills

To provide participants with the tools and techniques to attain the best possible outcome in high stake negotiations.

- Change from seeking the win to solving the problem.
- Equip with powerful practical strategies to deal with negotiations.
- Gain advanced negotiation and dispute resolution strategies.

Pillar 7

Influencing

To provide participants with the tools and techniques to influence effectively without authority.

- Understand how to influence positively in the business world.
- Make a persuasive case for what you want.
- Know how to use the ACE principle. Understand the styles of influence.
- Maximise personal influence.
- Unlock the four keys of effective Persuasion.

Pillar 8

Everyday Presentation Skills

To provide participants with a forum to deliver a professional presentation. Participants will be videoed and critiqued.

- Recognise the importance of Presentations in your business.
- Recognise criteria for effective presentation.
- Understand individual preferred communication style.
- Structure and prepare unique and winning presentations that differentiate you from your competitors.
- Match content to be delivered with method of delivery and audience.
- Create the right atmosphere.
- Use visual aids and props effectively.
- Create audience focus and interaction. Recognise audience body language.
- Create understanding in the presentation.
- Manage nerves.
- Optimising virtual delivery.

Pillar 9

Mastering Teamwork

To provide techniques through which participants can create teams and maintain effective teamwork.

- Understand the productivity equation and the fundamentals of team synergy.
- Recognise how teams come together.
- Recognise and overcome the 5 dysfunctions of a team.
- Apply the high performance team quadrant to develop effective team work.
- Understand team roles and team dynamics.

About EQuita Group

The EQuita Group is the business consultancy and corporate training company of choice for many companies nationally and internationally. Our services include leadership and executive development, skills-based training, commercial negotiations and workplace productivity solutions and as strategic advisors to client organisations.

Founded by CEO Margaret Considine in 2001, the EQuita Group continues to be one of Ireland's leading consultancy practices in its fields of specialist expertise. Margaret is a leading expert in Negotiation and Executive Education and an international keynote speaker.

Margaret has had many articles published in national and international journals, is the author of six books, and is regularly asked to contribute across all media platforms including television, radio, and online.

Our consultants are all experts in business and organisation development; many of them are authors and keynote speakers; they are skillful at devising resonant customised solutions for each client, leading to excellent long term relationships and loyal customers.



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How to get the most
out of this programme

ASPIRE

World Class Authentic Leadership Programme

ASPIRE delivers on the development potential of your organisation by up skilling the leadership and management skills of upcoming leaders.

1

Attend all 9 Live Modules – across the 9 modules of the ASPIRE programme

- Pillar 1** Self Awareness & Resilience
- Pillar 2** Personal Effectiveness & Productivity
- Pillar 3** Motivation & Delegation
- Pillar 4** Communication & Meeting Management
- Pillar 5** Managing Conflict
- Pillar 6** Negotiation Skills
- Pillar 7** Influencing
- Pillar 8** Everyday Presentation Skills
- Pillar 9** Mastering Teamwork

Time investment : 18 (half day sessions)

2

Apply the work from each session to own team leadership objectives

Time investment: 1 hour prior to each session plus 1 hour following each session

3

Complete a custom built tried and tested people plan for your business

Time investment: 4 hours following 1 and 2 above. This is built incrementally after each session. Templates provided

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Leadership | Influence | Change