

the FORTY2 cross-company management programme



... inspiring individuals and teams to perform

At some stage in our career, many of us progress from executing and producing to taking charge and inspiring others. This leap into management and leadership demands a fundamental shift in outlook and approach. The five-day FORTY2 cross-company management programme is designed to provide you with a deep insight into your own behaviour and its impact on others. Whether a new or seasoned manager you will learn to implement the required skills and behaviours to effectively manage and positively influence those you rely on for success.

Benefits

The FORTY2 cross-company management programme will help you:

- Develop a collaborative and proactive culture
- Shift from operation to mission critical focus
- Let go without losing control
- Maximise performance and contribution from others
- Elevate levels of motivation, development and engagement
- Juggle demanding and conflicting business priorities
- Lead and manage authentically with self-awareness and confidence

Our approach

The programme is interactive, stretching and challenging. Training methodology balances theory to provide context with practical application to promote impact. Accordingly, delivery combines current thinking on management and leadership with psychometric profiling, case studies, simulations, and interactive exercises.

We limit the group size to a maximum of 12 participants, as participant engagement, sharing of experience, review and feedback are fundamental to our learning approach.

Training days are phased to provide application periods: participants are challenged to apply the principles covered to deliver work-place results between the training sessions. Application reviews where participants report back on their endeavours at the beginning of each subsequent session, promote a collaborative approach to learning.



Dates & location

Please contact us for the dates and location of the next programme.

Investment

£1,980.00 (ex VAT) per participant

Includes all course materials, use of training equipment as required, lunch and refreshments.

Testimonial

"I just wanted to send a quick email to say thanks for what has been a very enjoyable and insightful course.

It's been a real voyage of discovery from day 1 and applying the learnings together with the group input and feedback has already had, and will I am sure continue to have for me, very impactful results."

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Programme content

Day 1: understanding leadership, management and behaviour

- Leadership vs. management
- Inspiring passion: leading in line with your company's mission, strategy and culture
- Building a culture as a manager
- The importance of being a role-model and leading by example
- Understanding your and others' motivations, values and behaviours (*the motivational value system*®)
- Understanding your and others' reaction to conflict situations
- Understanding your natural management style and recognising blind spots
- Honouring and valuing individual differences

Day 2: achieving results through others

- Application review
- Inspiring others to achieve through goal setting and delegation
- Preparation & personal effectiveness
- Honest, constructive and transparent communication
- Flexing your coaching style as a leader
- Appraisal techniques

The Motivational Value System® is a registered trademark of Personal Strengths Publishing®.

Forty2 is an accredited training company for this product.

Day 3: dealing with management challenges

- Application review
- Making tough decisions
- Communicating decisions effectively
- Managing change and coaching staff through the transition process
- Dealing with under-performing staff

Day 4: managing teams

- Application review
- What values are required for successful teamwork?
- How do we need to operate to achieve true consensus?
- Team building: identifying the competencies, added-value and limitations of individual team members
- Team toolkit: identifying the strengths and limitations of our team and taking appropriate actions

Day 5: running effective meetings, review and application

- Application review
- Running motivational and time effective meetings
- Creativity
- Golden principles of management
- From theory to practice: analysis of your personal case studies
- Manager of the year: making the most of your strengths

Testimonial

"Being split up with one month between sessions worked really well. Covered all of the major areas within management, to about the right depth. Having completed the course, I now have a much better idea of what management actually is, and have a 'toolkit' to refer back to whenever a situation needs to be resolved. I am also fully aware of my limitations and what I need practice with and to improve on."

Testimonial

"The structured approach to the training means that you can really put into practice the techniques that are taught between the sessions. The length of the course also means that you get to know other members of the group very well, which creates an environment where everyone is able to share examples and learn from each other's experience. I highly recommend taking part in this brilliant programme."

To register for this cross-company programme please complete and return the enclosed booking form or register via our website.

Alternatively, if you would benefit from an in-house programme tailored to address the specific needs and challenges of your organisation, please contact Nic Fallan or Nick Anderson on 08700 704242 or email us at info@4ty2.co.uk.