

## Leadership Development Packages.

Here at Summerhouses we believe in the saying that 'leadership is a behaviour not a position'.

The most powerful learning for leaders comes from reflecting and questioning their own practice, using the realities of their workplace not the classroom.

This is where real personal development can take place. Managers and leaders are able to examine and adjust their behaviours so that they are more effective. They become sensitive to the needs of their people and able to communicate with them more effectively. A typical package may include the elements set out below:

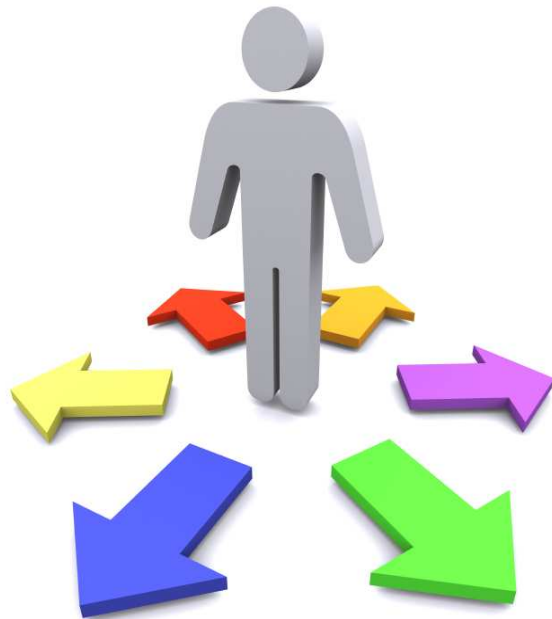
### Action Learning

Working with a peer group and with a facilitator, participants will use this highly effective approach to problem solving and will also develop the skills of listening; empathy and effective questioning.

Developed in the UK 50 years ago by Reg Revans, an acknowledged world figure in leadership development, Action Learning has proved to be highly effective.

### Coaching

Extraordinary results can flow from relatively light coaching input. 360 degree feedback tools can be incorporated into coaching giving the subject the opportunity to reflect on their own impact and style. Coaching programmes can include an examination of motivators; values and styles in a way that provides genuine personal insights. Setting goals and development targets with an experienced executive coach is a powerful driver to development.



### Peer Development Groups

We prefer to work with small groups of managers and leaders on programmes that accelerate their development. These groups explore themes of leadership and management; working with each other and a group facilitator to discuss and develop good practice that fits the organisation. Themes can include:

- Developing Autonomy
- Organisational culture
- Giving and receiving feedback
- Effective communication
- Time management

