

Themed Leadership and Management Development Programmes Beyond World Class

We now have a clear idea of those organizational characteristics which enable a business to become world class. The seminar includes both an overview of how organizations become world class and an action plan to enable YOUR organization to become a world leader.

Changing Corporate Culture

It is vital in any business organization to have a corporate culture which is constructive and which minimises organizational politics. Organizational cultures vary widely even within the same industry sector. This seminar programme enables an organization to identify its strengths and areas for development so that it can be more effective in terms of tapping into the resources it has at its disposal both human and material. Changing culture is not just about superficial issues or creating a stated set of values. It is achieved by addressing the basic underlying assumptions which are widely held in the organisation, often unconsciously.

Leadership and Motivation

John Potter is one of the few individuals in the world with a PhD in Leadership. He was appointed Visiting Professor to the Centre for Leadership Studies, University of Exeter, England in 1998 and he is now a full Associate. His first book "The Business of Leadership" co-authored with Alan Hooper is aimed at giving business leaders the fundamentals of effective strategic leadership. His seminars include leadership at all levels including middle management and corporate governance.

Developing a resilient workforce - managing pressure and stress

Stress costs British Industry and Commerce in excess of £30BN per year according to government statistics. This means that on average, we are talking about a loss of around £1,500 per person and

some 100 million working days lost. A recent court case showed that employers have a Duty of Care to consider the psychological well-being of their employees and this includes identifying the sources of stress at work, training individuals to cope with those pressures and then providing support to help individuals who fall prey to stress at work. John Potter's in-company and public seminars are an effective way for employers to meet their legal responsibilities in this area.

Personal Effectiveness and Time Management

The late world famous management guru Peter Drucker once said that until you can manage time you cannot manage anything! This seminar gives the individual the skills to manage their time strategically. It ensures that they learn how to prioritise effectively and create a personal work station that ensures they add maximum value to the organization. Issues such as working in the hi-tech e-world and managing e-mails are covered in a very practical way. During the seminar, participants are shown how to add up to two hours per day to their effective working time by managing time wasters effectively.

Innovation, Problem Solving and Decision Making

Most people in the Western World are left brain dominated, that is they solve problems using logic and analytical methods. This seminar programme teaches the principles of right brain creative thinking including mind mapping and brain storming and ensure that each participant acquires the skills of both divergent and convergent thinking. The seminar is highly participative and can be tailored to be suitable for all levels of management from first line to board level.

Business Based Teambuilding

We all know the power of the effective team. Yet building such teams can be a challenge. During this programme the nature of team dynamics is covered together with the stages of team development. The seminar can be operated from two perspectives - either it can be used to give individuals the basic knowledge on how to create their own effective teams or it can be used to develop a specific team during the course of the programme. A most successful programme.

Advanced Briefing, Communication and Presentation Skills

This programme is particularly suitable for senior management who need to develop their skills in terms of handling audiences. The basic principles of effective presentation are covered together with information of the effective use of different types of presentation aid. In particular, computer aided presentation is covered including the skills of creating effective slide presentations using Power Point and other software packages. Suitable for individuals presenting to audiences of two or two hundred.

Unlocking Human Potential and Empowering the Workforce

Although some individuals see the word 'empowerment' as a buzz word it does sum up what most organizations are seeking to achieve in terms of unlocking the potential in their workforces. The four elements of empowerment are examined which include alignment, competence, desire to act and freedom to act. The result of the seminar is a greater understanding on the part of both managers and their staff on the benefits of appropriate development of people so that they can become empowered.

The Manager as Coach

There has been an observable shift during recent years towards the manager as coach rather than boss. It is a shift towards liberation of employee skills and abilities rather than seeking to control behaviour as frequently has happened in our organisations in the past. This programme covers the basics of coaching and counselling and has proved very successful in a number major organizations.

Personal Development

John Potter carries out personal development work both with groups and individuals. He is experienced at mentoring and helped a substantial number of people develop their careers with great success. His approach is built around his integrated model of the human being and produces outstanding results in a relatively short period of time. Each programme is individually tailored to the needs of the client.

Structured Leadership and Management Development Programmes

Many corporate development programmes have now been carried out by John Potter resulting in measurable shifts in organizational culture and morale. The overall aim is to redirect behaviour from internal conflict and defensive styles to constructive and synergistic styles so increasing the value

added by the workforce at all levels. Programmes may be operated on a relatively short time scale or may last for up to two years to promote sustainability.

Leading and Managing Change Effectively

This key area is one which every organization is having to address. The reasons for the apparent acceleration of the rate of change are covered together with predictions for the future. These reasons include such factors as technology, political change, economic factors and social changes. The individual reactions to change are covered together with strategies for dealing with resistance to change. These seminar programmes have been operated with a wide variety of clients in both the private and public sectors. Each programme is individually tailored to the specific needs of the client and uses the principles of effective change leadership based on the book "Intelligent Leadership: creating a passion for change" by John Potter and Alan Hooper. (Random House 2000).

Becoming the Best

This is a company-wide programme which is designed to involve the whole workforce in groups of up to 40 individuals. It operates as a half-day workshop to minimise operational disruption and focuses on both the internal customer concept and on identifying blockages to excellence that exist at various levels within the organisation. This workshop has the potential to add significant value to the performance of each individual attending the event.