

CAREER . TEAM . ORGANISATION



Develop Your Career

The most successful people are those who are clear about what they want to achieve. They take charge by creating opportunities that will help them achieve their goals in line with organisational priorities, building high performance and engagement. **TakeCharge: Develop Your Career** gives employees a roadmap for success.



Lead Your Team

The most successful teams are ones that are inspired, engaged and supported by effective leaders, who know what it takes to get the best from their people. **TakeCharge: Lead Your Team** develops the essential skills and behaviours for those who need to lead effective teams.





Empower Your Organisation

The most successful organisations build a culture of high performance by aligning individual development with organisational priorities. **TakeCharge: Empower Your Organisation** helps organisational leaders develop a strategic narrative that enables them to build a culture of high performance and engagement.

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Develop Your Career



 As the workplace becomes more fluid and networked, managing and nurturing talented employees requires new thinking and new approaches. Take Charge: Empower Your Career gives employees at all levels their own personal roadmap for long-term success.

Take Charge: Develop Your Career brings together over 30 years of research with best-practice assessment and development tools, to offer employees the skills, tools and support they need to make their current and future roles more successful and fulfilling.

Take Charge: Develop Your Career takes employees on a structured journey to create their own Personal Development Plan, which aligns their needs with the organisations priorities. It gives them a roadmap for personal success and for the organisation, delivers performance, results and long-term commitment.

workshop Outcomes

Upon completion, participants will be able to:


- **Identify** key personal strengths, skills and motives
- **Understand** their personal brand and how to leverage it for future success
- **Link** personal KPIs with the organisation's vision and values
- **Set** MASTER objectives linking career development with organisational priorities
- **Hold** an effective development discussion
- **Align** personal performance with organisational expectations

Public, In-House and Train the Trainer delivery options available

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Lead Your Team

 The most important factor in your employees' success is their manager. The most successful managers Take Charge by letting go; challenging, empowering & supporting team members to reach levels of performance that go beyond expectations.

Take Charge: Lead Your Team develops the essential skills and mindset of an engaging leader, who is able bring out the best in themselves and their team.

Employees perform best when the needs of the individual and the organisation are aligned and the employee takes charge of their performance in line with the organisation's values and expectations.

In this 2-day programme, new and experienced managers learn how empower and engage their staff, bringing out the best in themselves and successfully developing their team's performance.

Incorporating the researched based extraMILE and Career Stages models, **Take Charge: Lead Your Team** brings new thinking and tools to contemporary leadership and management challenges.

Programme Outcomes


On completion, participants will be able to:

- **Identify** own personal strengths, skills and motives in leading others
- **Understand** personal brand and how to use it to get the best for and from their team
- **Communicate** organisational priorities effectively and use feedback constructively
- **Address** development and performance issues with their team, confidently and effectively
- **Ensure** the organisation's infrastructure and leadership effectively supports the development of their team
- **Develop** in-house coaching capability to drive change
- **Align** personal performance with team and organisational expectations
- **Become** an employee engager, leading teams for improved performance and more enjoyment at work

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Empower Your Organisation

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TakeCharge: Empower Your Organisation helps organisational leaders align their organisation's vision, values and priorities with a performance and development infrastructure that builds a sustainable high performance culture.

The programme is delivered flexibly over two days to help delegates develop a strategy and plan based on vision, priorities, goals and structures to drive measurable results.

With the strategy and plan developed, the focus turns to individual leaders and the team as a whole to identify and develop the capabilities and thinking to deliver the desired results.

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