



A unique range of leadership development programmes that create a depth of knowledge, capability and confidence in leading and engaging others.

MODULAR LEADERSHIP PROGRAMMES





INTRODUCTION

For twenty years, The TCM Group have been supporting the development of leaders across just about every sector and type of organisation in the UK. The hallmark to our offering is our unique range of modular leadership development programmes designed to create a transformational leadership style. Each can be tailored to the specific organisational needs, and to each tier of management.

By attending our programmes managers develop a clear understanding of how they can flex their leadership to create the climate for high engagement and performance.

From the very first session, every manager will have a clear understanding of leadership styles, alongside their own strengths and blind spots. They recognise the difference between a positive, transformational style versus the short-term transactional approach. By the end of the programme, they will have developed confidence and competence in managing and engaging their teams and stakeholders. All participants will have had plenty of opportunities to showcase their skills in a variety of practical scenarios and role plays.

The programmes are phased over a period from 3-12 months and blended to incorporate a range of approaches to learning. This approach enables learners to process concepts key to employee engagement and performance such as inclusion, motivation, emotional intelligence and group dynamics. These programmes are tailored and available to all management levels from team leaders to senior executives.

Centred around our 5 Key leadership Enablers

Each and every leadership development programme we deliver at The TCM Group is centred around our 5 enablers for leadership in change and crisis. These are central to the development of leaders who remain people, performance and engagement-focused, even under the most challenging circumstances.



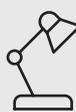
VISION

Leaders create a clear and compelling vision and proactively shape and reset the organisation for the future.



RESILIENCE

Leaders remain compassionate and rational in decision making and build team resilience so they can remain engaged, innovative and creative.



CLARITY

Leaders read the current reality accurately, translate this and its meaning to their teams and maintain a clear sense of purpose.



AGILITY

Leaders take decisions in a timely way reducing bureaucracy but maintaining key stakeholder involvement, to stay proactive and leading the agenda.



COMPASSION

Leaders use values to challenge and guide decision making, are people focused and balance achievement of tasks with human impact.

BESPOKE PROGRAMMES TAILORED TO ALL LEADERSHIP LEVELS

We understand that no two leaders are the same. The challenges and responsibilities faced by operational team leaders are a world apart from those within the role of a senior executive. For this very reason, we offer modular leadership programmes, carefully tailored to 3 key levels of management.



Modular Programmes for Team Leaders & Operational Supervisors

Team leaders need to ensure their operational teams stay focussed and resilient. Their staff need support to be motivated to work both autonomously and collaboratively, with a strong feeling of value and inclusion.

By attending our programmes, your team leaders will learn how to create the engagement required for staff to work in a coordinated way, with energy and focus. They will understand in practical terms how to communicate a shared team vision and purpose, with clearly defined goals and standards.

Each leader will create their own plan of action to focus on improving their style for managing performance,

establishing objectives, and delegating. This will enable them to create autonomy and responsibility amongst their teams.

Upon completion of the programme, you'll have team leaders with a strength for:

- ✓ **Holding confident conversations**
- ✓ **Taking a proactive approach to leadership**
- ✓ **Engaging their remote working teams**
- ✓ **Setting standards and managing performance**
- ✓ **Developing a fair, just and inclusive climate**



Modular Programmes for Middle Managers

Middle managers are generally the ones responsible for managing change, and promoting engagement and inclusion amongst their team leaders.

Our programmes reinforce the core competencies for leadership at this level, especially communicating vision and creating a values-based culture within the teams they lead. They will develop the essential coaching and mentoring skills that are needed to manage performance, and develop a culture of collaboration.

After attending the programme, your middle managers will be able to excel in:

- ✓ **Communicating complex messages, clearly**
- ✓ **Managing change effectively**
- ✓ **Taking a values-based approach to leadership**
- ✓ **Making dynamic decisions when adapting to change**
- ✓ **Influencing and negotiating**
- ✓ **Creating an inclusive climate**
- ✓ **Managing conflict in its earliest stages**



Modular Programmes for Senior Leaders & Executives

Senior management requires a strategic focus, to shape the organisation and respond to change and challenge with agility, and visionary leadership.

Our senior leadership programmes develop strategic leadership skills, which are essential for defining and communicating vision/ creating engagement at an organisational level. Your senior leaders will learn how to reframe challenging external forces, by recognising them as an opportunity for growth and improvement. They'll build enhanced confidence for decision making within an ever-changing environment.

By the end of their development, you'll have senior leaders who are ready to demonstrate excellence in:

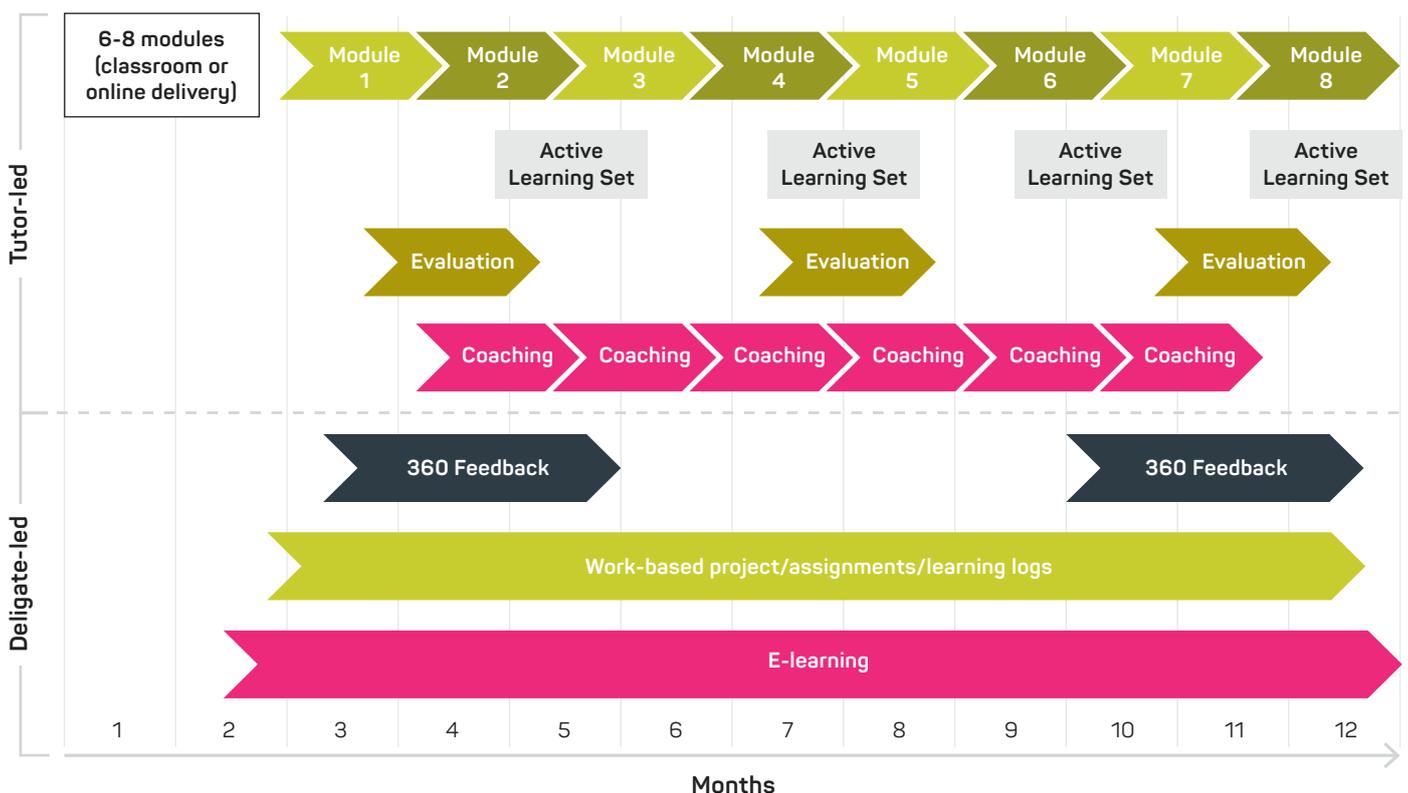
- ✓ Role modelling organisational values
- ✓ Leading high performance senior teams
- ✓ Planning corporate strategy and direction
- ✓ Communicating vision with clarity
- ✓ Demonstrating the standard for transformational leadership in your organisation
- ✓ Developing a positive, values-based company culture
- ✓ Resilience and clarity for leadership

WHAT DOES A TYPICAL LEADERSHIP DEVELOPMENT PROGRAMME CONSIST OF?

Our strength in developing leaders stems from our expert consultants and senior leadership team. Each are experienced leaders within their own fields.

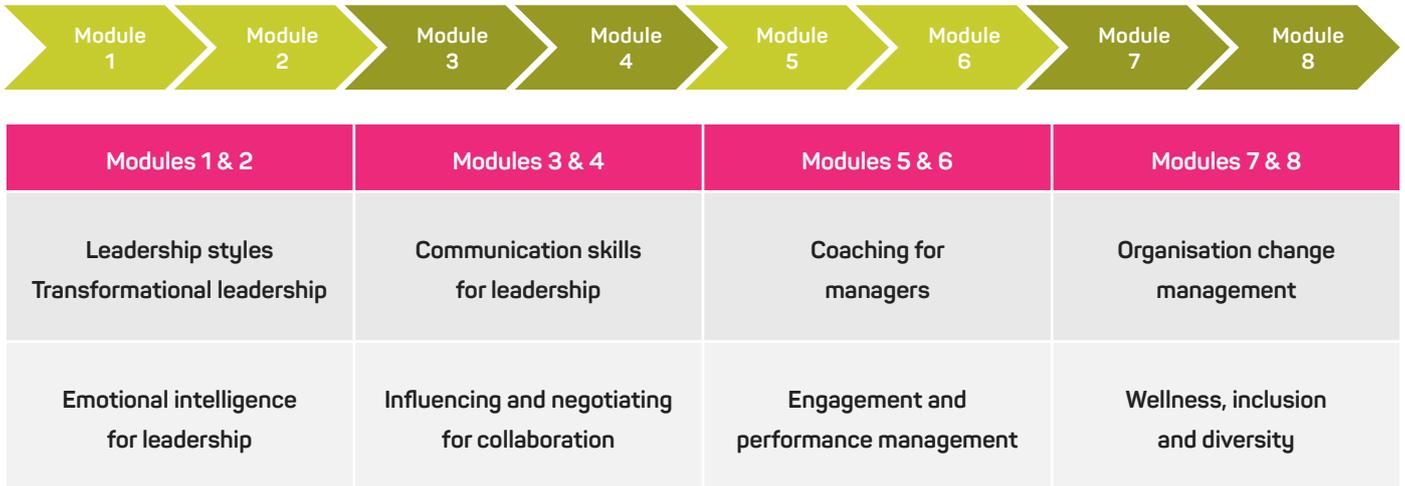
They work with our key client stakeholders to design highly customised programmes, incorporating a hand-picked range of subject-specific scenarios.

An example of a customised programme for management and leadership development:



A typical leadership development programme will take place over 6-12 months. We use a blended learning approach, combining tutor-led learning and self-study.

An illustrative example of what a sequence of core learning modules could look like:



Action learning modules will run in parallel to the core units and allow for application and synthesis of knowledge through exploring scenarios, role play and a work-based project. These are small group sessions, which allow for the opportunity for skills practice and feedback.

Coaching can also be a core component of our development programmes. TCM leadership coaches work one to one with leaders, taking a practical approach to helping them identify priorities for development. They work to define challenging goals and take practical steps for their own development journeys.

ASSESSMENT

All learners in our programmes are provided with supportive and constructive feedback to help them develop their capability, awareness and confidence in using new skills. Practical role-plays, questionnaires and interactive exercises are built into the training.





The session on Values-based Leadership was very interesting and informative. Claire was knowledgeable and encouraged us to share examples and ideas during the session in a supportive way. I found the learning to be thought provoking and it gave me a greater understanding of how to work with managers and staff teams to embed a values-based approach in my own workplace.

CAROLYN ISLES, OD FACILITATOR (CULTURE AND WELLBEING) AT NHS WALES SHARED SERVICES PARTNERSHIP (NWSSP)



REFERENCES & RESOURCES

Liddle, D (2017) Managing Conflict. Kogan Page. London. [Available here.](#)

Pink, D (2018) Drive: The Surprising Truth About What Motivates Us. Canongate Books. Edinburgh. [Available here.](#)

Goleman, D (2014) Focus: The Hidden Driver of Excellence. Bloomsbury. London. [Available here.](#)



Values-based Leadership

Values Based Leadership is a new blended learning program for leaders that develops leadership awareness, knowledge and competency in creating engagement for sustained high performance.

[View details](#)



Coaching Skills for Managers

Coaching is a powerful management skill to help managers support the personal development of their team members. During this course, we'll work with your leaders to develop a mindset for coaching and the skills to coach with confidence.

[View details](#)

ACCREDITATION

Should you wish to receive additional recognition for the development of your leaders, we can include the option for recognised accreditation of our development programmes, through the ILM (Institute of Leadership and Management).

All ILM-accredited programmes have a structured assessment criteria, which include completion of assignments and reflective logs. These criteria vary depending on subject and qualification level. We can provide ILM-accredited training in a range of topics from National vocational qualification (NVQ) level 2 to level 7.



NEXT STEPS

In addition to our modular leadership development programmes, we also deliver leadership short courses across a range of topics, diagnostic reviews, and consultancy services. Please get in touch to arrange for a meeting with a member our Senior Leadership Team to discuss our leadership and management offering in more depth.

TCM GROUP

Train · Consult · Mediate

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