



# TCM GROUP

## VALUES BASED LEADERSHIP™

Leading and creating  
cultures aligned with  
organisation purpose,  
values and goals.



## VALUES-BASED LEADERSHIP™

Values Based Leadership™ is a unique blended learning programme from the management and leadership experts at TCM. Participants develop their leadership awareness, knowledge and competency for creating engagement for sustained high performance.

Creating a high-performing, people-centred and values-based culture in the organisations with which we work is at the heart of all the work we do in TCM. In this blended learning programme leaders will explore their own assumptions and perspectives with their peers and our world class facilitators. They will develop clarity on how they align their leadership and team behaviour with the values and purpose of their organisations for high engagement and performance.

For those leaders who are subject matter experts rather than leaders of teams, this programme supports their approach to working collaboratively to achieve joint objectives across organisational boundaries. Creating engagement to a shared task where commitment levels differ among stakeholders is a familiar challenge to most leaders and this is an important aspect of the programme.



## OVERVIEW OF TCM'S VALUES-BASED LEADERSHIP™ PROGRAMME

This programme is offered in 2 modules and there are options to complete one or both modules.

Module 1 is a standalone module, or it can be combined with module 2. Module 1 provides a firm grounding in the following four areas:

- ✓ The concepts of values-based leadership.
- ✓ The leadership styles that are key to the creation of an engaging, values driven climate.
- ✓ How different drivers enable people to align behaviours to values.
- ✓ How leveraging these drivers inspires high performance at an individual and team level.

In Module 2 we delve further into approaches for flexing between leadership styles. Delegates develop strategies which help to reinforce values and to create cultures aligned with them. We explore how leaders' behaviours and language can align company values with employee and customer experience. With more opportunities to practice and relate learning to real scenarios and case studies in module 2, learners will feel confident in their knowledge and practical capability to make a significant positive impact in their team culture and engagement.



# YOUR ORGANISATION BENEFITS BY DEVELOPING VALUES BASED LEADERS BECAUSE:

- ✓ Leaders can create engagement among their teams and stakeholders to the purpose of the organisation and awareness of how this can be fulfilled in line with organisation values.
- ✓ Leaders will understand how to identify and leverage the drivers for engagement at an individual level within team members.
- ✓ Leaders will understand how the key aspects of organisation climate can be improved through their own leadership styles, in order to create high-performing, people-centred cultures.
- ✓ Leaders will have clarity on their own leadership journey and priorities for action with the support of peers and leadership experts through the TCM blended learning program.



## TCM BLENDED LEARNING

### In the classroom

Our TCM blended learning approach incorporates a range of learning and teaching methods in both the classroom and online instructor led learning formats. Within the training format participants develop their knowledge through group discussions, case studies and participation in role-plays. Our expert leadership consultants bring their extensive knowledge and experience to bear sharing experiences and challenging perspectives. This is complemented by peer-based support and idea sharing carefully facilitated to ensure we can optimise the potential for learning respecting the time our learners dedicate to attending the programme.

### Pre and post course learning

Our blended learning approach includes an array of different learning approaches enabling learners to familiarise themselves with the topics and case studies of the programme before and after training, to connect with their facilitator and each other and to share ideas and insights. This provides opportunity for reflection and sharing ideas from their own real professional experience on the themes of Values-Based Leadership™, engagement and performance.

### Coaching

As a follow-up, online learners also receive an online coaching session and in-house programmes can be designed to include ongoing coaching support to continue personal development planning and goal focus post-course.

### Customised in-house programmes

The themes of Values-Based Leadership™ can be incorporated into a wider leadership development programme or can form the basis of a broader modular programme for organisations who would like to roll this out for cohorts of managers in-house. In this format we can include a wide range of blended learning tools to enrich the knowledge and experience for leaders:

- ✓ 360 degree feedback tools
- ✓ Personality profiling
- ✓ Action Learning Sessions
- ✓ Peer and individual coaching
- ✓ Team Building

Individual elements from the full suite of TCM's management training can also be combined to address specific needs such as confident conversations, emotional intelligence, influencing and negotiating, communication skills for leadership and many more. As we explore the needs of our clients we identify needs and share and propose ideas to create an optimal programme.

These blended customised programmes are designed to create a depth of knowledge, self-awareness and practical competency in leadership, developed in line with the organisation's own values, purpose and culture.



# DELIVERY

## Module 1 & 2 combined

### Online

- ✔ 4 half days online in a live instructor-led virtual classroom.
- ✔ Pre and post course blended learning with engagement with the TCM Leadership Facilitator and self-directed learning.

### Classroom-based

- ✔ 3 full days in the classroom at the TCM Academy (open or customised courses) or in-house in clients' organisations.
- ✔ These combined modules provide a firm grounding in core aspects of leadership and opportunities to explore in depth the behavioural impacts of leaders taking a values-based approach to leading, engaging their team and decision making.

## Module 1 only

### Online

- ✔ 2 half days online in a live instructor led virtual classroom.
- ✔ Pre and post course blended learning with engagement with the TCM Leadership Facilitator and self-directed learning. Taken individually the first module provides a great foundation for leaders to learn about their styles, for engagement.

### Classroom-based

- ✔ 2 full days in the classroom at the TCM Academy (open or customised courses) or in-house in clients' organisations.
- ✔ This module provides leaders with clarity on how they can engage their team and align behaviours with values and purpose of their organisations, to promote engagement and performance.

### Trainers

Delivered by TCM's expert Leadership Development Trainers.



**Suitable for:** Board level and senior leaders, senior and middle managers, line managers, supervisors, human resources and employee relations professionals, union officials and anyone who has an interest in leveraging organisational values to create highly engaged and high performing teams.



## AFTERCARE and continuing professional development

- ✔ A 1 hour coaching session post course for all online programme participants.
- ✔ A course evaluation report to help measure the impact of the training one month after the course concludes.
- ✔ A customer review meeting with the Head of Programmes - onsite or via a video call.
- ✔ Regular reviews as part of TCM's customer journey. This journey tracks against the Kirkpatrick four level evaluation system.
- ✔ Discounts on future CPD events (masterclasses) delivered onsite, by webinar or at TCM HQ.

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