Management Development Programme

6 one-day workshops for managers and team leaders across all sectors who want to strengthen their management style and leadership effectiveness.

6 Workshops | £2,250 per delegate | ILM digital credential

The Learning Company

This programme is designed to help managers enhance their skills and optimise their management style. Through workshops, peer discussion, reflective assignments and feedback, participants gain practical tools and confidence to lead effectively, motivate teams and deliver results.

PROGRAMME VENUE

Les Cotils Centre, St Peter Port.

WORKSHOP DATES

Module 1 - 16th April 2026

Module 2 - 14th May 2026

Module 3 - 11th June 2026

Module 4 - 20th July 2026

Module 5 - 10th September 2026

Module 6 - 15th October 2026

1/2 day evaluation - 12th November 2026

WORKSHOP TIME

9am to 5pm

WHAT IS REQUIRED OF ME?

A 360 feedback survey

600-1000 word reflective assignment per module

Active participation in workshops and peer discussions

WHAT IS INCLUDED?

Course materials

360 feedback process

An ILM digital credential

Certificate of completion

Workplace assignments form part of the learning process, ensuring that delegates are able to immediately apply the concepts and discovery to their day to day management practice. The Certificate of completion requires adequate attendance and completion of all 6 assignments to 'achieved' standard.

Modules

1. Communication – The Foundation of Good Management

2. Motivation – Aim for Gold

3. Teamwork – The Art of Conducting the Workplace Orchestra

4. Change – Dynamics and Drivers

5. Getting Results – A Focus on People and Performance

6. Coaching My Team – Let it Grow!
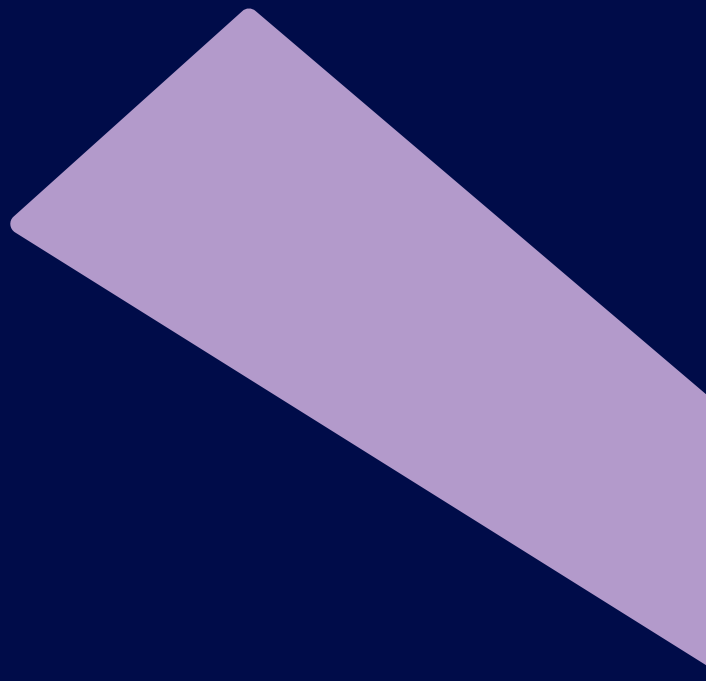
Module 1

Communication – The Foundation of Good Management

This workshop is tailored to key strategic and operational business goals and aims to increase people's awareness of the impact of their own, and others', communication styles. By the end of the session participants will:

- Learn about different behaviour styles and the impact of behaviour styles on group communication
- Learn how to communicate effectively with all styles by gaining understanding of others and adapting styles appropriately
- Learn the benefits of assertive communication – communicating with clarity
- Create a communications chart in order to analyse the quality of communications across key relationships
- Create an action plan to implement learning into the workplace

Module 2

Motivation – Aim for Gold

This workshop looks at the importance of proactively creating personal and professional goals, and leading self and others towards achievement. Delegates will consider theories of motivation. By the end of the session participants will:

- Identify the qualities of effective leaders in order to consider what motivating behaviour consists of; whether it works, and how it can be adapted to different individuals and situations
- Think about what motivates themselves and others
- Identify limiting beliefs and work to change them into enabling beliefs
- Use self-coaching in order to create and sustain a positive attitude
- Understand the importance of positive, timely and achievement orientated communication in motivating others
- Set some stretching goals and write action plans for success

Module 3

Teamwork – The Art of Conducting the Workplace Orchestra

This workshop involves team leaders; they learn the skills involved in getting their own team to work together as effectively as possible. By the end of the session participants will:

�i Recognise why team building is important

� Learn to understand team leader characteristics, looking at the crucial role of the leader

� Learn communication in teams and how to make it effective

�i Understand how to set team targets and individual targets and make them SMART

� Learn about monitoring team performance

� Create team identity and develop a team charter. Use delegation as a management style

�i Learn about the fundamentals of G.R.O.W model coaching

�i Understand how to give people feedback to support their personal development

Module 4

Change – Dynamics and Drivers

Managers will learn to navigate change whilst maintaining the performance, positive actions and attitudes of their teams. This workshop explores the impact of change on human behaviour; it shows how to minimise the risks and specific impact of change. By the end of the session participants will:

�i Recognise the predictable dynamics of change and deal with resistance

�i Consider their own personal change styles and strategies; learning how to capitalise on their personal 'Change Management' strengths

▂ Adopt positive behaviours to ease the implementation of new processes and procedures

▂ Empower people to manage 'Change' more effectively by understanding their critical priorities, keeping focus on attainable results whilst remaining accountable for a high performing team

Module 5

Getting Results – A Focus on People and Performance

This workshop is designed to equip leaders and managers with the skills to provide clear direction and build and develop the confidence to conduct development conversations with both over and under performers, with the aim of developing a high performing team. By the end of the session participants will:

- Understand the importance of applying flexible leadership approaches when communicating key business strategy and goals, providing the team with clear direction and avoiding ambiguity
- Consistently apply best practice to all development discussions with the aim of delegating tasks which motivate and challenge the individual
- Conduct open and honest performance based discussions to create ownership and accountability within the team
- Be confident when managing both the under-performance issues or stretching and challenging the high performers

Module 6

Coaching My Team – Let it Grow!

This workshop will benefit all those who regularly delegate tasks with the aim of developing and empowering others. Delegates will consider the advantages of the art of delegation, practice questioning, listening and develop coaching techniques in order to delegate effectively to enhance performance and deliver positive outcomes. By the end of the session participants will:

- Understand the benefits of delegation and empowerment and how to use delegation to develop people's skills
- Be able to identify and agree the critical steps of a delegated task/project and the importance of regular review and feedback on performance
- Use delegation as a management style
- Understand personal brand (Black Vanilla)
- Learn about the fundamentals of G.R.O.W model coaching
- Understand how to give people feedback to support their personal development

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