



Dynamic Leadership: Transformation and Sustainability – A Five Day Programme.

“A highlight in my years of working here and they exceed 20 years!” *Previous participant*

About Brian Lawson:

Brian has been assisting leaders and leadership groups with change processes over the last 20 years. Brian provides coaching and whole system support running development programmes to support high performance strategic development and responses to crisis.

Key Aims of the Programme:

- To provide leaders with the skills and understanding to develop their leadership capacity and capability along with the wider organisation and systems in order to be better able to respond to rapidly changing environments at work.
- To enhance the repertoires and practice of leadership in relation to critical issues for organisations based on concepts of leadership, which address and support the difficulty of change management.
- To produce a rich and dynamic learning environment in which to develop these practices with support of other leaders.

| Day One - Exploring leadership in context | Day Two - Adaptive leadership addressing immediate concerns | Day Three - A wider leadership influence and strategic engagement | Day Four - Leadership outside the comfort zone | Day Five - Comforting the leadership challenges and moving forward |
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| <p>Session One Exploring our experience of leadership.</p> <p>Refreshments</p> <p>Session Two Definitions of leadership in a wider organisational context.</p> <p>Lunch</p> <p>Session Three Grounding and anchoring our approach to leadership in vision, intention and purpose.</p> <p>Refreshments</p> <p>Session Four Exploring risk, anxiety and trust.</p> <p>Finish</p> | <p>Session One The concept of adaptive leadership and the dangers of leadership.</p> <p>Refreshments</p> <p>Session Two Decision making under stress and situational awareness.</p> <p>Lunch</p> <p>Session Three Leadership in context: providing strategic direction and engagement.</p> <p>Refreshments</p> <p>Session Four Understanding follower behaviour.</p> <p>Finish</p> | <p>Session One Reviewing progress and developing our community of practice.</p> <p>Refreshments</p> <p>Session Two Leading in systems: key concepts and approaches.</p> <p>Lunch</p> <p>Session Three Leadership and change processes and cycles.</p> <p>Refreshments</p> <p>Session Four Developing our leadership repertoires.</p> <p>Finish</p> | <p>Session One Dealing with dilemmas and wicked issues as a leadership team.</p> <p>Refreshments</p> <p>Session Two Unboss, distributed leadership and other organisational approaches to managing risk, power and authority.</p> <p>Lunch</p> <p>Session Three Managing complexity uncertainty and emergence in leadership roles.</p> <p>Refreshments</p> <p>Session Four Expanding our leadership work: knowing and doing.</p> <p>Finish</p> | <p>Session One Appreciative inquiry: taking stock of progress.</p> <p>Refreshments</p> <p>Session Two Confronting difficult issues directly.</p> <p>Lunch</p> <p>Session Three Moving on: growing capacity and capability in ourselves and our organisations.</p> <p>Refreshments</p> <p>Session Four Facing the failure – next steps and challenges.</p> <p>Finish</p> |



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