DEVELOPING A MANAGERIAL MINDSET

Develop your management skills with this practical six-month programme of workshops and company visits which aims to develop your fundamental management skills and confidence, and nurtures your future leaders.

At Lincoln International Business School we are committed to supporting businesses of all sizes and sectors in the development of the key skills required to lead and manage others effectively. This programme is designed for people wishing to become more confident and skilled in managing others, and become better leaders either now or in the future and combines workshops, personal reflection and company visits to develop skills, confidence and professional networks.

KEY BENEFITS
Businesses and individuals can realise the following potential benefits to them and their organisation:

• **Succession:** Plan for your future growth with skilled and confident managers
• **Career:** Prepare for the next step in your career as a manager
• **Competence:** Develop your professional managerial skills
• **Confidence:** Train to become a competent manager with the confidence to lead other’s effectively
• **Recruitment and Retention:** Learn how to attract and nurture effective leaders and create a culture of effective leadership from the ground up
• **Refresh:** An opportunity to enhance management style as your team or business grows
• **Network:** Learn from experiences from other organisations in the region and build your own professional network
• **Return on investment:** Delegates are encouraged to use their new skills in the workplace immediately with the support of their line manager or mentor

WHO IS IT FOR?
Anyone wishing to develop their fundamental management skills; learners range from recent graduates and first line managers, to middle managers to senior leaders all with the shared aim of becoming better managers and leaders for their organisations and career aims.

WORKSHOPS
The seven workshops give delegates the opportunity to understand management tools and have the chance to try new ideas and ways of working in a safe environment with the support of an expert tutor and the support of your co-learners from a range of companies in the region. The time between workshops gives you the chance to try those new ideas out in the workplace, and reflect on your successes, and share your challenges next time.

“Every part of the workshop has been good and has introduced concepts in a new and fresh way” Andy Wicks, Lincolnshire YMCA
COMPANY VISITS

There are two company visits as well as the seven workshops. These company visits give delegates an insight into how some local organisations lead and manage their people giving you the chance to take away a few ideas back to your own business and a behind the scenes look into the regions’ successful organisations.

“I’ve taken a lot of techniques to try and improve on my management skills and personal awareness.” Samantha Sargent, Woodhead Group

PROGRAMME STRUCTURE

The programme starts three times a year, in October, January and April.

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<tr>
<th>ACTIVITY</th>
<th>WORKSHOP AIMS</th>
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<tr>
<td>Workshop 1: Developing your Managerial Mindset</td>
<td>To introduce you to the core concepts of effective management and what skills you need to develop and how you will do that.</td>
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<td>Workshop 2: Developing your Managerial Style</td>
<td>To develop your understanding of the key interpersonal skills required for effective management, how to use them to have a positive impact on others and help you to manage yourself to deliver objectives.</td>
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<td>Workshop 3: Effective Communications</td>
<td>To understand how to communicate effectively to achieve results and build teams.</td>
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<td>Workshop 4: Valuing and Developing my Team</td>
<td>To recognise the impact of developing teams within the workplace in order to motivate, engage and manage performance through effective leadership.</td>
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<td>Workshop 5: Managing in a Business Context</td>
<td>To understand the key contemporary business issues and the main external factors affecting different organisations and their impact.</td>
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<td>Workshop 6: Managing your Team through Change</td>
<td>This workshop aims to develop your understanding of the impact of change on people and organisations, how you as a manager can support the change process and support individuals through the transition.</td>
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<td>Workshop 7: Programme and Individual Review</td>
<td>At this workshop, we will reflect on and demonstrate your learning and development as a manager whilst on this programme and we’ll work with you to develop your professional development plan moving forwards.</td>
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BESPOKE PROGRAMMES

This programme can be adapted to suit individual organisational needs should you have a larger number of people you wish to train. We can add extra content, workshops or webinars, or embed a business improvement project to the process so that organisations realise an instant return on investment, showing how the learning has been demonstrated by the individual during and following the programme.

QUALIFICATIONS

This is a non-credit bearing short course with the option to undertake a Chartered Management Institute (CMI) qualification alongside the workshop programme, through distance learning - so no extra time needed away from the business.

“Delighted to say small steps and change is underway regarding my leadership skills, so thank you. The course is going to give me so many new skills and challenge me!” Sue Mart, Managing Director, Bennington Carriages

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