



Leading from experience

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RENAL LEADERSHIP PROGRAMME

COURSE 1: LEADING PEOPLE

Overview

This 'Leading People' course is the first of three courses in the Renal Leadership Programme. It is a stand-alone course over two full days, which is worthwhile in itself but also serves as essential preparation for the more challenging second course ('Leading under Pressure'). At the end of this course you will be able to judge whether to attend the next course.

Course Aim

To provide a good understanding of effective leadership, and the opportunity for greater self-awareness, in order to lay sound foundations for continuous improvement as a leader

What you will gain

- A good understanding of how leadership works*
- Insights into human behaviour as it affects leadership and teams*
- Increased awareness of your own behaviours and how they impact on others*
- A greater understanding of your personality and how it affects what you do*
- Good habits for improvement by giving and receiving feedback informally*
- A broad overview of the many approaches to leadership and styles of leading*
- An understanding of how teams are improved*
- A simple framework to make your leadership more effective*
- An understanding of the approach to the 'Leading under Pressure' course*

Outline Programme

Day 1

0830 *Introduction and Opening Exercise: How we are all different: awareness of self and others*

0945 *Exercise: Group formation*

1030 *Talk: How we are all the same: predictable human nature*

1115 *Exercise: Renal Today and Tomorrow*

1200 *Talk: How leadership affects performance*

1245 *Lunch*

1315 *Discussion: Feedback*

1345 *Exercise: Team Challenge 1 and mutual feedback on behaviours*

1445 *Exercise: Team Challenge 2 and mutual feedback on behaviours*

1600 *Talk: How Personality affects behaviour*

1630 *Exercise: Personality Self-Analysis*

1700 *Plenary discussion*

1715 *End of Day 1 - Individual 'surgery' on own leadership challenges with facilitators as desired*

Day 2

0830 *Group Activity: Personality analysis interpretation*

0915 *Talk: Collective coaching through reviewing film*

1015 *Exercise: Past/Present/Future Personal Leadership (Half Groups)*

1115 *Group Activity: Leadership Approaches*

1200 *Talk: What leaders must do –a simple framework*

1245 *Lunch*

1315 *Exercise: Leadership and Team Challenge and mutual feedback on behaviours*

1500 *Group exercise: Personal awareness*

1600 *Plenary, information about next course: 'Leading under Pressure', and evaluation*

1645 *End of Course - Individual 'surgery' on own leadership challenges as desired*