

The Development Partnership in partnership with Leadership Works offers a uniquely powerful programme for 'Enabling Outstanding Leadership'

The Enabling Outstanding Leadership programme offers a range of development options to help organisations and individuals create a leadership culture that enables high performance, empowerment, innovation and engagement, resulting in significant performance gains and return on investment.

The key to sustainable success in organisations lies in the development of leadership as widely as possible across the spectrum. The scale and pace of change and the need to maintain and develop a highly motivated and high achieving workplace require each person to have confidence in their ability to innovate and perform in a way which maximises excellent service and high performance for the organisation. Research by The Work Foundation in 2010 (Exceeding Expectations: the principles of outstanding leadership) draws from highly successful leaders in some of our most effective organisations to establish a well grounded set of principles and behaviours which can lead to establishing a highly distributive leadership culture committed to high performance. (e.g. Tesco, Unilever, BAE Systems). The research found subtle yet powerful distinctions between Good and Outstanding Leaders in both their philosophy and practice of leadership.



The approach offered has high impact in 4 key areas- the innovative nature of the programme based upon ground breaking research into Outstanding Leadership, the quality of the leadership coaches, the highly tailored support and the results achieved. We benefitted from increased engagement, team working and an overall improvement in our leadership capability.

Richard Crouch, Director of Customer Operations - Friends Life.



Bespoke to your requirements: DP's range of options is tailor made to suit the needs of different organisation situations but is based upon a fully evaluated programme run as part of this research and subsequently modified extensively across private, public and charitable sector organisations.

These options include a 3 module (5 day) residential programme across 6 months including the unique Outstanding Leadership profiling tool and 3 one to one coaching sessions, half or one day modular series, team building programmes and specific learning or key note sessions for audiences from Board level through senior/ middle managers to first line team leaders.

DP also offers leadership coaching with or without 360 drawing on these principles and for organisations without the need for an in-house option, we offer a 5 day open programme (subject to application).

Our approach is based upon exploring the key themes using concise inputs/stimuli and practical models which delegates then use, drawing on their own issues and challenges, before they decide if and how they could add value within their own context. It is a highly interactive approach using group discussions, paired work and on-going reflection.

Themes we explore include:

Overview of research principles	Developing a leadership legacy	The impact of assumptions
Building Trust	Network mapping	Wicked leadership
Coaching for empowerment	Innovation	High Performing teams
Appreciative Inquiry	Team coaching	Inner game & re-framing thoughts
Improving personal effectiveness	Personal drivers	Leading under pressure
Leading change	Motivational strokes	Team types

Our team: Delivery of the programme is by expert consultants involved both in the original outstanding leadership research and programme development. The programme is successfully run in a variety of formats and can be made bespoke to meet individual organisation needs.

