

Leadership

In this climate of accelerating change, organisations need effective leaders at every level. These are the people who provide direction and purpose, define and exemplify values and inspire and motivate people for success.

We reflect current leadership debates and models in all our programmes and coaching support. Whether we address authentic leadership, the strengths-based approach, emotional intelligence or positive psychology, we encourage all leaders to find their own voice and engage with the leadership models that best suit their context and their preferences.

Understanding your strengths, your values and your challenges for development are the starting points for becoming an effective leader. We use a range of instruments to facilitate this: 360 degree feedback, MBTI, Hogan and EIQ, amongst others. Based on 20 years experience of what works, we have developed the REAL Leadership Model©. This forms the basis for our generic leadership 360 feedback, as well our standalone self assessment diagnostic for leaders.

We offer a range of bespoke, adapted or generic development programmes to help individuals develop the skills and behaviours that will enable them to become REAL leaders. Our programmes support the development of leaders across organisations at all levels and are designed to suit diverse leadership roles and challenges.

The programmes address leadership at both strategic and delivery levels. They can include diagnostics, development centres, courses or workshops, team action learning and individual coaching. We use case studies, realistic scenarios, skills practice and action learning – reinforced by executive coaching – to enable leaders to address real challenges from the workplace.

The Institute of Leadership and Management is the UK's largest awarding body for leadership and management qualifications and The Development Partnership is proud to be an accredited and successful ILM centre for leadership development.

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The development of leadership capability is equally as important as the development of management capability, but the focus is very different. Leadership primarily concentrates on individual personal behaviour and relationships with others.

Institute of Leadership and Management

R.E.A.L Leadership Model ©

