

LEADERSHIP DEVELOPMENT

The SEVENTH-WAVE® leadership development programme, is built on years of experience working with newly appointed managers, supporting them through the challenges in transitioning from **doing and delivering** a great result, to leading others to **do and deliver** outstanding results.



What challenge does this address?

Often, companies reward their most talented employees by giving them a team to lead and develop, on the assumption that as they are great at what they do they can transfer their knowledge and skills to their team.

Challenges usually arise when his/her lack of leadership experience causes their own and the team's productivity and effectiveness to suffer. This results in low engagement, reduced results and a demotivated team and can lead to an increase in employee turnover.

Why the SEVENTH-WAVE® solves this for you?

Giving talented employees the tools and training to prevent or overcome this shortfall is essential.

The SEVENTH-WAVE® takes them through a series of Six Sessions that are bespoke to the company's needs. Giving them the knowledge, tools and understanding to prevent or overcome these challenges and become enthusiastic, motivated and successful leaders.

Who is SEVENTH-WAVE® for?

SEVENTH-WAVE® Leadership Development training is ideal for any business putting high demands on their management teams, who are looking to develop engaged and engaging managers, who then can grow and develop high performing teams within the business.

Presented by **Novalead** Limited in partnership with SEVENTH-WAVE®
Discover more at: novalead.co.uk/leadership/

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How does the SEVENTH-WAVE® solve the challenge?

We take a talented group of leaders through a series of six one day sessions over a six-month period. Each session not only lets them discover how they tick, it also breaks down the challenges of leadership and management into bite sizes chunks, using models that can be immediately applied in the real world.

Session 1

Getting to know yourself, others and what 'good' looks like.

It's important to understand yourself and the people around you. Using Insights Discovery® you will define your and others' communications preferences. Only then can you determine what success looks like for you, your team and the business.

Session 3

Challenging your effectiveness by building the tools of your leadership trade.

Discovering and understanding how you lead others in a variety of situations. Then implementing a blueprint for success in leadership, combined and enhanced with a masterclass in coaching and connecting with your team.

Session 5

Influencing the wider team, stakeholders and driving performance.

Discovering and understanding how you lead others in a variety of situations. Then implementing a blueprint for success in leadership, combined and enhanced with a masterclass in coaching and connecting with your team.

Session 2

Creating what 'good' looks like & identifying the challenges of true leadership.

You will be taken through the true challenges of leadership on this journey, exploring how to deal with changes, how teams are formed and how you are seen through the eyes of others - and why this matters.

Session 4

Defining, unlocking and applying in-the-moment leadership.

Understanding how teams and individuals are all different and face unique challenges in maximising efficiency and how to master them. How to confront the conversations you never want to have and the feedback you never want to hear.

Session 6

Putting plans into action, driving the return to make a real difference.

You now have a defined path, with pragmatic skill-sets which you can immediately apply to make a lasting impact. Now, will be your chance to deliver how you will influence and improve profitability and engagement within your business using the tools SEVENTH-WAVE® has given you.

The SEVENTH-WAVE®

The culmination of the six sessions over six months leaves you with an energetic team of individuals with high engagement, confidence and momentum that supports and drives your business growth and success.

The Outcome you will see?

On completion of the Six Sessions, each individual leader will have the knowledge, tools and practical skills to manage and lead even more effectively than before:

- 80% reduction in escalated HR issues across leaders and teams.
- Increased motivation of both the individual leaders and their teams.
- 95% decrease in employee turnover & improved retention of talented employees.
- 68% improvement in sales productivity, driving results & profitability.*
- Higher quality relationships between the leaders and their teams.
- 57% increase in employee engagement for both the leaders and their teams.†
- A cross-departmental group, working together to support each other.

*in the month following the completion of the workshop | †over the two quarters following the completion of the workshop

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