

DEVELOPING GREAT LEADERS



Background to the Leadership Bid

- > Challenges
 - > Increased regulatory and compliance standards amplify the pressure to perform highly with fewer resources
 - > The impact of the economic slowdown includes reduced profits, reduced attrition, the need for innovative teams
 - > The need to address skills gaps
 - > Requirement to adopt technological changes in a highly changeable working environment
- > The aim of our Great Leaders Programme
 - > To develop our leaders so they have the necessary skills to be successful in new circumstances -
 - > *Directors and Aspiring Directors / Senior Leaders*
 - > *Middle Managers (Operational & Departmental Heads, Improvement Specialists)*
 - > *Team Leaders & Front Line Supervisors*
 - > To become great authentic leaders who have a shared vision and direction
 - > To create inspirational leaders for the next generation



Our Leadership Development Objectives

- Build a resilient corporate team that embraces the successful traditions of our company whilst demonstrating our values
- Give managers the skills and confidence to encounter new situations beyond their comfort zone and encourage them to successfully challenge the status quo
- Develop / nurture an agile and collaborative leadership style
- Take our people and transform them into leaders
- Improve the skills and competence of our managers to recognised professional standards and education levels to ensure a diverse, inclusive, and professional workforce



Developing Great Leaders – Our Vision



- Offer **in-house psychometric tools** to help identify individual development needs and improve recruitment/promotion (Strengthscope and OPQ).
- Pull together all leadership development activities into a branded '**Great Leaders**' offer (brochure) which enables people with their line manager to **choose** which activities they need and for which level.
- Encourage people to value investment and **take ownership** for their development by asking for applications/nominations from talent reviews for sponsored qualification programmes.
- Offer a blended approach of courses, qualifications, workshops, e-Learning, coaching, sharing expertise and taking part in strategic projects to ensure **learning is continuous** and embedded.
- Establish **leadership development objectives** for each person as part of their appraisal.
- Develop a clear and simple behaviour **framework** which can support development discussions, appraisal, rewarding the right behaviours and selecting the right people for leadership roles.

Step into Leadership – Development Opportunity

The vision for leadership at all levels with FM Conway means that everyone has a leadership role to play. As a first line supervisor your leadership skills can make a real difference to the company. There are many ways you might show leadership for example: -

- Using your initiative to support individuals to achieve their goals.
- Inspire colleagues to think differently.
- Motivate others to treat people as they would like to be treated themselves.
- Support others to learn and develop.
- Be prepared to challenge bad practice wherever it may be.

By taking part in **Step into Leadership** - this development opportunity will help you understand the key attributes of a good leader. Stepping into a role as a leader is challenging and exciting. How you handle this transition can have a huge impact on your career and those you are responsible for managing.

What does the Step into Leadership Programme include?

1. A self review using the Strengthscope psychometric tool to help inform your **personal development plan**
2. Sponsorship for a **team leader supervisor qualification** and a network opportunity
3. **Coaching** by a more experienced manager

What is Strengthscope?

A Strengthscope assessment can help a person to identify who they are when at their best, the qualities and strengths that make them different and how they can utilise these qualities in order to drive up their confidence, engagement with work, productivity and build better relationships with colleagues.

What's involved?

Your HRBP will organise for someone to facilitate the process, give you feedback and coaching on your strengths and opportunities to improve. You can also ask to include 360 degree feedback (i.e. assessment by your staff, colleagues and line manager) if you would find this useful.



Sponsorship for a Management Qualification?

- >Level 3 Team Leader Supervisor Apprenticeship
 - >Duration is 12 months
- >Level 3 Diploma in leadership
- >For subject matter expert's sponsorship for an improvement apprenticeship could be considered
 - >Level 3 Improvement Technician
 - >Aimed at those responsible for delivery and coaching of improvement activity within an area of responsibility
 - >Duration is 14 months



Timeframe

Process	Cohort 1	Cohort 2
Applications to be emailed before the closing date to:-		
Board of Directors to shortlist applications		
Cohort introductory meeting		
Allocated facilitator for Strengthscope and PDP		
Coaching & Mentoring Skills workshop		
Qualification Commenced		

How do Individuals apply?

Applications should be emailed to:-

Your application needs to include the following:

- Name
- Current Role
- Employee Number
- Division
- Manager
- Time in current position
- What does great leadership mean to you?
- Why do you want to be considered for the Great Leaders Programme?
- What area of the business are you interested to learn more about?
- Identify an improvement that you would make to our business.

Applications can be submitted via a video recording, answering all the questions, by completing the form or through your manager.

Applications can be submitted in your language of choice/mother tongue.

Your application should be a maximum of 1,000 words to explain to us why one of the sixty places should be granted to you.



Questions?