

AWARE

Management Development Programme

Stepping out to lead with influence



AWARE is a modular online training programme designed for managers and emerging leaders, who are aspiring to be the best they can be and want practical learning which gets to the heart of organisational issues today.

Today, there is a need to adopt a positive leadership framework, distinguishing between what it takes to be a good manager, and a great leader. A leader has a set of core behaviours, which inspire and motivate individuals and teams. Fostering this sense of self-awareness and a communicative approach means that managing teams is a positive experience for all. This programme provides a learning platform to develop, reflect and embed these behaviours and solutions. It is a programme to inspire leaders to be their best selves, not just in their roles but as individuals. Middle Managers leading teams will benefit most from this programme, however the adaptability of the content will also make this suitable for other levels of management too.

The AWARE programme

It is a package of practical tools and models designed to improve leadership skills and increase empathy and efficacy, combining digital learning and Action Learning Sets. There are five parts to the course, which together make up the performance pentagon.



APPRECIATIVE
Look for the good



WISE
Know yourself and your organisation



ACTIVE
Explore effective communication



RESILIENT
Bounce back



EMOTIONALLY INTELLIGENT
Feel personally and socially competent





BE APPRECIATIVE - Look for the good

Explore how Appreciative Enquiry can help your team or organisation:

What is already working in your organisation? Where are your strengths? How can you maximize these and minimize weakness? What is inspirational leadership?

The 4D model of Appreciative Enquiry for you and for your organisation:

- **Discovery** - Appreciating: 'The Best of What Is'
- **Dream** – Envisioning: 'What Could Be'
- **Design** – Co-Constructing: 'What Should Be'
- **Destiny** – Sustaining: 'What Will Be'



BE WISE - Know yourself and your organisation

Learn how to read your environment or cultural context and manage with sensitivity.

- **Explore** the power dynamics in your company
- **Recognise** your own and other organisational cultures
- **Raise** your political awareness
- **Consider** how to build trust and communication across cultures



BE ACTIVE - Explore effective communication

Improve your personal efficacy by listening actively and behaving assertively.

- **Explore** your choices of response to different work situations and practice assertive behavior
- **Discuss** identity and behavior
- **Review** how powerful listening actively can be
- **Practice** effective communication via verbal and non-verbal messages



BE RESILIENT - Bounce back

Strengthen your ability to face change, transition or trauma calmly and effectively.

“Learn of the pine from the pine; learn of the bamboo from the bamboo” - Basho

- **Consider** your environment, both real and imagined: How do you know what is going on? What control do you have over your physical, emotional and mental states?
- **Explore** the psychosocial model
- **Feel** the fear and do it anyway!



BE EMOTIONALLY INTELLIGENT - Feel personally and socially competent

Build your capacity for social awareness, self-awareness, self-management and relationship management.

- **Discover** how emotional intelligence is a critical component of effective leadership
- **Explore** the concepts of personal and social competence
- **Consider** the importance of empathy in the workplace, both cognitive and emotional
- **Review** how to manage with greater empathy.

Programme structure

The programme can be delivered for an In-House or as an Open programme

- Managers will undertake the self-directed learning bitesizes at their own pace & in their own time
- They will come together to undertake a facilitated Action Learning Set after each module.
- Managers will have their own online learning board and the group will have access to a plenary/ meeting board to share and co-create.
- The plenary board is used to share ideas/ reflections to frame the discussions in the Action Learning Set meetings.
- Each manager is provided with their own board, populated with additional reading, videos and multimedia links.
- For in-house programmes, Managers can plan together on how they will implement the learning and support each other, creating a collaborative community within their organisation.
- For open-house programmes delegates get the opportunity to network with other managers from other organisations bringing different insights and learning.
- The Action Learning Sets are facilitated in real time and take place after the team members have completed each bitesize. This allows flexibility in the programme and enables the programme to work around other demands.
- At the end of the programme managers can access one-to-one coaching through the West Midlands Coaching Pool to support them in applying the learning to their work setting in more depth.



Action learning sets

After the completion of each Module, each Manager will take part in an **Action Learning Set** with a trained Facilitator for the AWARE programme. The purpose of the Action Learning Set is to discuss the learning after each module and provide the space and conversation for the individual to understand how the learning relates to them. What will they do now to go forward? What will they do with their learning? How does this relate to their management style and relationships? Through the expert facilitator, delegates can share their experience and share their reflections. Furthermore, the facilitator will ensure to challenge and embed their learning and application in their role and in their lives.





Delivery

This course is delivered through a combination of online learning, accessed at a time which suits the participant and a facilitated discussion through an Action Learning Set. Processing information in this way ensures that the content is not only absorbed but enables them to embed the learning and understand how it applies, specifically in their own context.



Mural – the e-learning platform

- Managers will have access to the 5 AWARE modules as described above, through a MURAL Board on an E-Learning Platform which uses interactive software.
- The MURAL Board has been designed to present learning content for the Manager to work through in their own space and time.
- The animated whiteboard captures reflection and thought;
- Case Studies, PDFs, Videos and other resources are all located on a MURAL Board for each individual participant to work through.
- Managers will be allocated their own online board where they can create, plan and review their learning.



Example of a MURAL board



Meet our facilitators

All of our facilitators offer a wealth of experience and knowledge on all of the modules and will provide the challenge and discussion on how the key principles of the programme can be embedded into the delegates life and used to serve them in their context in the best way possible.



Polly Sharma



Julia Hayward



George Smalling



Sue Groves



Lenni George



Nat Clegg



Kirsty Ramsbottom



Michela Albertazzi



Agnese Pallaro

<h2>Audience</h2>	<p>Aimed primarily at middle managers and emerging leaders i.e. Heads of Service. Managers who want or need to:</p> <ul style="list-style-type: none"> • Build confidence in leading people and teams in uncertain times • Create deeper understanding of culture, diversity, and political awareness • Create capacity for social awareness, self-awareness, self-management, and relationship management • Build personal resilience and lead with emotional resilience
<h2>Modules & Duration</h2>	<ul style="list-style-type: none"> • 10 weeks of interactive online learning • 5 modules of self-directed learning • Online Mural that helps translate learning and reflective practice • Real-time action learning sets with experience facilitators
<h2>Link to coaching and our coaches</h2>	<ul style="list-style-type: none"> • AWARE produces a 'Growth Mindset,' creating a more defined self-awareness of self and others. • Ongoing coaching following the programme could benefit the manager to help further embed and sustain their learning through application in the workplace and reflection with a coach, in order to build confidence and encourage them to continue trying the new things they have learnt. • Managers whose organisations subscribe to the West Midlands Coaching and Mentoring Pool can access this coaching for free. If you are not part of the coaching pool you can still access a coach through WME – just get in touch and we can match you with a coach.

Investment required

In-house programme

WME Member

£3,250 + VAT up to 5 delegates
 £6500 + VAT up to 10 delegates
 £9750 + VAT up to 15 delegates

Non-WME Member

£3,900 + VAT up to 5 delegates
 £7800 + VAT up to 10 delegates
 £11,700 + VAT up to 15 delegates

Good For You

The AWARE programme will give you a greater understanding of your responsibilities within your role, and in turn build your confidence and approach. This confidence will enhance your overall performance and engagement levels with your team. Through the self-reflection and new knowledge on key topics you will have refined capabilities to advance yourself and be your best self as a leader! .

Good For Your Organisation

The AWARE programme develops a leadership style that will not only benefit you as an individual but the organisation and the work that you do. This training will help you develop better relationships and engagement with team members and stakeholders in the organisation that will respond positively to you. The emotional intelligence aspect of the programme will lead you to have the perspective to make informed, intelligent business decisions.

Contact

To book an AWARE inhouse Programme please contact info@wmemployers.org.uk

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