



Leadership Development

In partnership with



The
Consultation
Institute

Leadership Development

Strong, resilient leadership is vital for creating an environment where consultation and public engagement is meaningful, inclusive, and contributes to informed decision-making that benefits whole communities.



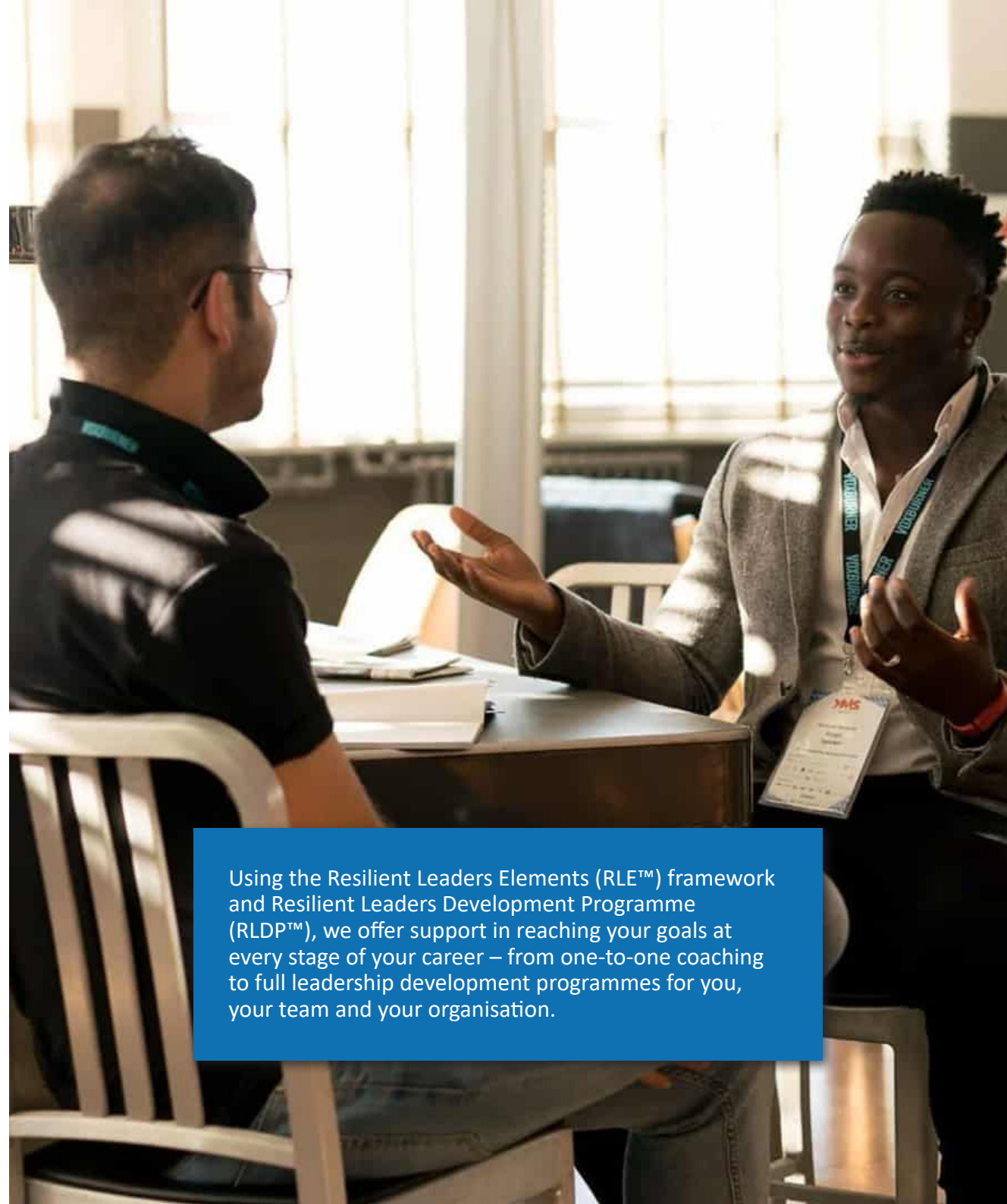
About Leadership Development

What is a Resilient Leader?

A resilient leader has confidence in who they are and what they do so that they create, build, and take opportunities, knowing they will find a way through uncertainty, change, and even crisis. They know what takes themselves, and others, from pressure to stress and how to rebalance.

Resilient leaders are crucial for successful consultation and public engagement for many reasons, including:

- **Building trust**
Good leaders and communicators inspire trust. Trust is fundamental for meaningful engagement, as people are more likely to participate in consultations when they are given intelligent consideration and believe their input will be genuinely listened to.
- **Long-term Engagement**
Effective leaders understand that public engagement is a continuous process, not just a one-time event. They work towards building sustained relationships with their communities, fostering ongoing dialogue, and ensuring that citizens and stakeholders remain engaged.
- **Adaptability**
Public consultations often require flexibility and adaptability. Leaders who can navigate unexpected challenges and adjust strategies in response to feedback and changing circumstances are more likely to achieve successful outcomes.



Using the Resilient Leaders Elements (RLE™) framework and Resilient Leaders Development Programme (RLDP™), we offer support in reaching your goals at every stage of your career – from one-to-one coaching to full leadership development programmes for you, your team and your organisation.

The Leadership Elements

Clarity of Direction

Having a **vision** and a **realistic strategy** for the future, communicating effectively to **align people to your vision** and having the determination to **keep going in the face of adversity**.

Resilient Decision Making

Being able to take a valuable idea from **concept to reality**, **challenging your own and others biases** and considering the **impact, pace and style** of your decision making.



Awareness

Appreciation of your own and others' motivations, cultures, strengths and weaknesses and using this knowledge to **adapt to the forces** that affect your changing environment.

Leadership Presence

Being **true to yourself, your values and ethical code**, being **in service to others** and bringing a **focus and bias for achievement** to your organisation and others around you.



Who are Venture Coaching?

Venture Coaching provides leadership development and coaching programmes to support individuals, teams and organisations with the awareness and tools to lead through uncertainty and change.

Venture Coaching is a leadership development and coaching consultancy that is able to call on the experience and expertise of a portfolio of associates. Associates who are experts in their field – leaders, coaches and consultants. Our associates are passionate and committed to making leadership development accessible to all, supporting clients at every stage of their leadership development, from early career to C-suite and Director level.

Accredited in the Resilient Leaders Elements (RLE™), our associates use the RLE framework (RLE™) to support leadership conversations and to measure the impact of the programmes. In tailoring the programme to the needs of the individual, team or organisation, our associates are able to develop leaders who are more aware of their strengths, show enhanced resilience in their response, knowing what takes them from pressure to stress and how to rebalance.

All Venture Coaching associates are accredited and experienced in the facilitation of RLE™ programmes.



Steve Dannan



Skye Deane



Jacqui Frost



Steven Garrod



Belinda Gannaway



Katie Giles



Audrey Pantelis



Dee Solley



Alex Webb



Peter Webb







Transform

Our featured Team programme

This bespoke programme is designed for teams - helping to align your people behind one goal.

This programme is designed to meet your organisation's needs - as well as the individual leadership development requirements of each team member. You will build a high performing team based on trust, commitment, accountability and a shared vision.

What you gain

-  **Build a high performing team** based on trust, commitment, accountability, shared vision and valued diversity
-  Be prepared to lead your organisation through **uncertainty**
-  Increased **focus on organisational goals**
-  **Enhance individual** senior leaders' capability

Your commitment

- Participation in six 2-hour virtual or in-person sessions over four months together with your team members
- Completion of work between sessions using the online Resilient Leaders Development Programme (RLDP™)

Course content





Lead in Uncertainty

Our featured Individual programme

Develop your capability to lead yourself and others, with a particular focus on leading in uncertain times.

Leadership development with facilitation and peer support - great for strengthening your network.

This programme will boost your confidence as a leader, giving you the tools to identify the strengths you can rely on in times of change and even crisis.

What you gain



Confidence and competence in your resilient leadership, in both cognitive and emotional factors



Knowledge of how to **lead yourself and others** through change and uncertainty



Understanding and application of the RLE™:

- **Clarity of Direction:** People know where they are going and why they are going there
- **Leadership Presence:** You have “presence” even when you’re not in the room
- **Awareness:** Everyone, including you, works at their best, resulting in higher productivity and motivation through challenging times
- **Resilient Decision Making:** You have the best chance of making good decisions when it really counts

Your commitment

- Participation in six 90-minute online sessions over three months with a group of 8-12 people
- Completion of work between sessions using the online Resilient Leaders Development Programme RLDP™)

Course content





Regaining your Mojo

Feeling like you need some support?
Have you lost a bit of confidence in
who you are and what you do?

Join this programme that focuses
entirely on helping you to rebalance.

This programme is designed to
support people with a need to
refocus, rebalance and re-energise.

What you gain



A place for individuals to **focus on themselves**



Provides individuals with a **perspective on themselves and the environment** around them



Supports people in **refocusing, rebalancing and reenergising** to a place of equilibrium



Identifies strengths as a resilient leader

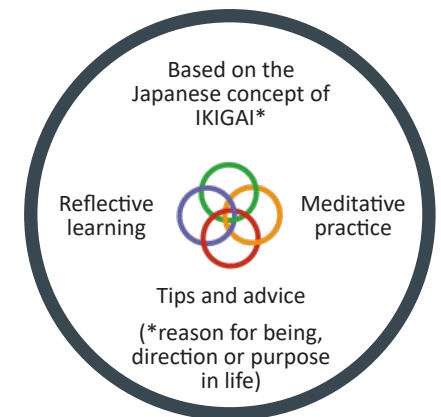


Helps to **reignite** personal spark

Your commitment - It takes all sessions to sustainably regain your mojo

- Participation in five 1 hour virtual sessions
- Engaging in discussions with other people
- Completion of work between sessions

Course content





Resilient Leadership in Action

A 3 week programme designed to help you find ways in which you lead best.

Differentiate yourself in a competitive environment adapting your leadership style to meet the needs of different situations.

Become more confident in leading yourself and others by understanding the impact you have on people around you, and unifying them towards a common goal.

What you gain



Differentiate yourself in a competitive environment



Be **more confident in leading** yourself and others and understand **the impact you have** on people



Adapt your leadership to meet the needs of different situations



Unify people towards a common goal



Build your resilience in the face of uncertainty and pressure

Your commitment

- Complete an initial Resilient Leaders Assessment (RLA™)
- Fully engage with 9 x 2.5 hour workshops
- Work on your RLDP™ by applying what you learn in the workshops
- Get RLA™ Feedback from those who know you well
- Support and challenge others on the programme
- Complete a final RLA™

Course content





Accelerate

A 3 month programme combining the online RLDP™ with one-to-one coaching.

For those who want one-to-one support with your own personally matched coach.

This programme enhances clarity of direction and accelerates leadership growth in areas that are most important to you.

What you gain



Absolute **clarity on your strengths** and development areas and **break** ingrained habits



Heightened self awareness, creates focus and targets your priority areas for development



Define and **achieve your goals**



Be supported and challenged throughout



Measure progress and **articulate your transformation**

Your commitment

- Participation in four 90-minute online sessions over three months with an experienced Venture Coaching Associate
- Completion of work between sessions using the online Resilient Leaders Development Programme (RLDP™)

Course content










Optimise

The programme deepens your leadership development, working together with a group of leaders drawn from a variety of sectors.

Develop your confidence as a more strategic leader, great for preparing for a more senior role.

You will learn from each others experiences and insights, developing a strong network of peers.

What you gain

-  **Build confidence** in yourself as a strategic leader
-  Prepare for more **senior roles**
-  **Build a network** of like-minded leaders
-  Develop your skills as a **coach and mentor**
-  Learn to use the Resilient Leaders Elements™ as a language to **articulate your strengths and development** areas

Your commitment

- Participation in ten 2-hour online sessions over six months with a group of 8-12 people
- Completion of work between sessions using the online Resilient Leaders Development Programme (RLDP™)
- Engaging in buddy conversations

Course content





Contact us

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