



Elevate.

The Leadership Development Program
for the Social Housing Sector



Big Picture
TRAINING

Elevate your leadership skills as a new and emerging leader

Using a combination of practical tools, one-on-one coaching, personal reflection and peer discussion, we will help you boost your self-awareness, confidence, and skills to become a more effective leader.

You will learn how to better support your team and consistently model your organisational values through increased impact in areas such as team development, conflict management, performance-building and growth mindset.

You will gain the personal insights and tools that you need to build your personal, team and organisational effectiveness while learning to delegate effectively, lead change with confidence, coach others and set realistic goals.

Why run a leadership development program?

Research shows that 45% of managers felt they lacked the necessary confidence to help employees develop necessary skills.

Having great leaders helps drive engagement across the organisation, and having poor ones drives disengagement.

The most effective structure for leadership development programs remains the 70-20-10 rule.

That is:

- 70% on-the-job learning, with challenging assignments and self-study opportunities
- 20% mentoring, where other leaders share their expertise
- 10% training, that challenges and stretches you

The Elevate program is delivered through a social housing lens and is:

- Grounded in the reality of the sector and real workplace application
- It provides balance between learning the theory and putting it into practice
- It empowers you to turn your learning into successful outcomes and to champion empathetic and compassionate customer care

A photograph of three people in a meeting. A woman in the foreground is smiling and looking towards the right. Behind her, a man and another woman are also looking in the same direction. The image is partially obscured by a pink rounded rectangle containing text.

Program Overview

This is a CPD accredited training program, delivered through a mix of live-online learning, masterclasses, self-study, and work-based assignments.

It includes individual one-to-one coaching/feedback sessions to help you understand your leadership style as well as how you can use your capabilities to make your workplace more agile and collaborative.

Run over four months, each of the 4 modules are 3.5 hours and delivered live-online. The self-study and work-based assignments will be completed in your own time.

You must complete all elements of the program to pass.

Program Outline

Before the program begins you will:

- Enrol on the online-learning platform where you will gain access to course materials, networking opportunities and a panel of experts
- Meet your coach and reflect on your leadership challenges
- Complete the required pre-reading, self-assessment, and personality profile

Module 1 – Developing yourself – Live online – 3 ½ hours and self-paced study

- Understand yourself and others
- Building trusting relationships
- Leadership perspectives and styles
- The challenges of leading remote teams
- Emotional intelligence

Masterclass – 1 ½ hours

On-line live masterclass and roundtable discussion with leading industry experts discussing leading and motivating teams

Module 2 – Developing others – Live online – 3 ½ hours and self-paced study

- Solution focussed coaching skills
- Enabling and empowering others
- Giving and receiving feedback
- Dealing with conflict and crucial conversations
- The art of delegation

Meet with your coach

Discuss progress and reflect on the goals identified in your personal development plan.

Module 3 – Motivating your team – Live online – 3 ½ hours and self-paced study

- Creating a vision
- Managing performance
- Understanding the regulatory regime and Key Performance Indicators
- Setting SMART objectives aligned with key strategic and regulatory objectives

Masterclass – 1 ½ hours

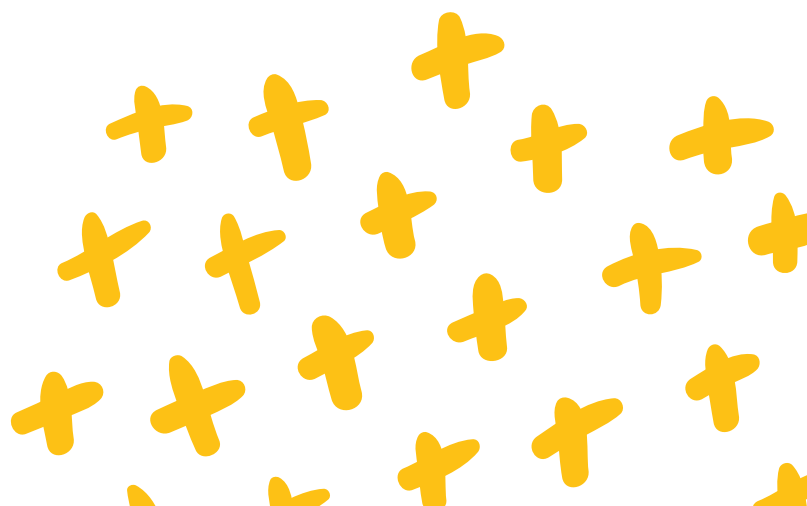
Live on-line masterclass and roundtable discussion with leading industry experts on developing meaningful strategies

Module 4 – Leading through change – Live online – 3 ½ hours, self-paced study, and recommended reading

- Leading through periods of change
- Understanding the impact of change
- Recommended reading
“My Iceberg is Melting”
- Embedding resilience in your team
- Review

Post program

- Meet with your coach to review your pre-workshop conversation and discuss your workshop outcomes. Follow up on feedback and apply your personal development plan.



Course Suitability

- Current managers who need to elevate their leadership skills in a fast-paced business environment.
- People recently promoted to management and leadership roles.
- People with new leadership responsibilities perhaps because of expansion, merger, or reorganisation.
- People facing new challenges managing staff, the pace of change, or technology.
- Aspiring managers who demonstrate potential.
- Young professionals in the initial stages of their career – to gain a deeper understanding of a business, while developing their leadership skills, to be fast-tracked to a management role.

Course Delivery and Cost

Individual registration on public program

\$2,870.00 per delegate

Delivered in-house and tailored to your organisation's mission, vision, values, and strategic plan. Maximum cohort 10 delegates

\$25,200.00 per program

About Big Picture Training

Big Picture Training has been in business since 2012, providing training and consultancy services to the not-for-profit sector in the UK and Australia.

The business is supported by a network of employees and Associates, each with their own specialisms, who work with the owner and principal consultant, Jo Leckie, to design and develop off the shelf and bespoke face to face and on-line learning solutions.

Quality Assurance

Our learning and development solutions are tailored specifically to your organisation's needs and designed to bring your vision, brand, and culture to life.

Our motto is ***"to do ordinary things, extraordinarily well."***

Big Picture Training ensure that we provide quality learning and development solutions by being an internationally accredited CPD provider. Clients can be assured that learning activities have been scrutinised for integrity and quality and have reached the required Continuing Professional Development standards and benchmarks.