

DEVELOPMENT PROGRAMMES
FOR MANAGERS AND BUSINESS LEADERS

UNLEASH YOUR POTENTIAL

EXPLORE NEW APPROACHES, INSIGHTS
AND TAKE PART IN AN OUTSTANDING
PROFESSIONAL JOURNEY



Black Country
Chamber of
Commerce

blackcountrytraining.co.uk

In order for the region to remain competitive and thrive we need great business leaders and dynamic managers. Often, I hear that those who find themselves in management positions or elevated to leadership roles in businesses feel that they've missed out on essential training which allows them to be effective and deliver success for themselves and their business.

Over the last five years, the Black Country Chamber of Commerce has been working with Lotus Flower Consulting in order to help those individuals who want to challenge themselves, develop new insights, explore different approaches and share an invaluable development experience.

During this period, we have helped over 135 businesses whose managers and leaders have taken this learning back into their business and applied it to how they navigate the challenges, embrace the opportunities and help their teams and businesses to grow.

This level of training is an invaluable investment in professional development which adds a real impact to individual businesses and, with a waiting list for attendees for each programme, remains a popular standard by which regional businesses expect their managers and leaders to be operating at.



Corin Crane, CEO
Black Country Chamber of Commerce

About Lotus Flower Consulting



Wendyanne Shapiro leads Lotus Flower Consulting and has been designing and delivering these Masterclasses for the Black Country since 2015 – providing a challenging yet supportive learning environment, where like-minded individuals can take time 'out' of the business to develop themselves. The sessions combine theory and content from schools of business with practical and experiential activities.

Specialising in organisational design, leadership and management development, Lotus Flower Consulting work with small and medium sized businesses operating in varied industries and sectors as a trusted partner and have clients across the globe.

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I've been delighted to work with so many groups over the years. Each of the programme's cohorts create a whole new dynamic, with new thinking and new challenges. It's this that keeps the material and its relevance current and fresh. The measure of success has been witnessing individual growth on this learning journey and has been captured by some incredible results both personally and professionally. We want to share 'the best kept secret' for Leadership and Management in the West Midlands and this should be considered a mandatory development programme for all businesses, no matter what size.

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Wendyanne Shapiro
Lotus Flower Consulting



Continue the Learning Experience

PROGRAMME ALUMNI

All participants automatically join an alumni network of engaged professionals ready to respond to the challenges of their business and sector. Throughout 2021, we will be running new 'learning' sessions giving both current and previous participants the opportunity to reconnect and contribute to a full day of networking and workshop activities which can form part of continuous professional development (CPD).

Dates: One Full Day Workshop each quarter
Workshop dates will be announced soon

Costs: £100 + VAT per person

Members of the Black Country Chamber of Commerce
Price **£65 + VAT** per person

NEW FOR
2021

MANAGEMENT DEVELOPMENT PROGRAMME

The programme is designed to build a comprehensive toolkit which can be used by participants who are either in a management role currently or are aiming to be in a management position in the future.

Providing insights, techniques and tools; the programme gives participants the time and space to challenge their own ways of working, improve overall performance and develop approaches which add value to their business.

IDEAL FOR

The Programme has been developed based upon an analysis of business needs and what is needed for managers to deliver success to those businesses.

This programme is the perfect development companion for:

- New managers or those about to become managers
- Managers of systems or process
- Managers of people and teams
- Experienced managers who want to develop core competencies
- Experienced managers who want to tap into new thinking and approaches
- Managers delivering change management within their business
- Managers seeking new ways to drive efficiency and performance

PROGRAMME CONTENT

The programme consists of 12 whole day sessions – each covering a management theme or topic, including:

- What is a Manager? Introduction to management and the manager's role
- Using your time effectively and efficiently
- Communication and delivery of the right messages at the right times
- Styles and dynamics which create a great team
- Getting the most from meetings
- Delivering a great presentation which gets the right results
- Building commercial awareness and acumen
- Preparation and successful management of change
- Stakeholder and relationship mapping and management
- How to run and deliver a project well
- Getting the best from your team and helping them to perform better
- Coach and develop your teams and people



DELIVERY AND ENVIRONMENT

The programme is designed to stretch and challenge participants by taking them out of their business. Programmes run with participants from different backgrounds, experiences and industries – creating a safe and diverse environment where individuals can test and apply learning and develop together. Many of the groups go on to form bonds following the completion of each programme and continue to develop together.

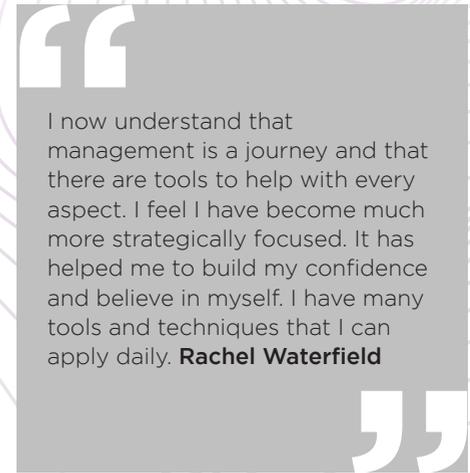
DATES

We have programme beginning October 2020 which will run for twelve months with a workshop taking place each month.

COST

£1,995 + VAT per person

Members of the Black Country Chamber of Commerce
Price **£1,595 + VAT** per person



THE ENABLING LEADERS PROGRAMME

A development programme which delivers real paradigm shifting moments and brings about the vital step change required by a leader's outlook and approach which often take a backseat due to the need to be constantly 'in the business'.

Launching in 2021, the Enabling Leaders Programme is specifically designed to take leaders out of their business and give them space to reflect on themselves and their business priorities.

IDEAL FOR

- Individuals transitioning to a leadership role seeking a structured programme and methodology to support their goals and ambitions
- Leaders who find themselves leading through change or horizon setting
- Leaders considering their next steps for themselves and their business

PROGRAMME CONTENT

Built around core themes and trends identified by leading business schools, the Programme is structured around three areas where participants will explore:

SELF

This area will include a deep-dive self reflection analysis into your preferences around approach, style and the motivations behind these. We will then explore the approaches highly successful leaders apply and what current thinking from schools of business highlights in this area. This will then provide a platform to better understand yourself, your habits and how your needs often form part of your default approach in order to challenge you and how this can be applied to add value to your work, team, business goals and aspirations.

TEAM

This is about appreciating why teams behave the way they do. This taps into an appreciation of human behaviour and the consequences and implications of this for both individuals and teams. Taking an holistic view, the programme will enable Leaders to apply a different set of perspectives on what success in the workplace actually means for your business. You will be able to broaden your awareness and understanding of how to drive up successful performance as you start to action plan and understand when and how to apply this knowledge.

BUSINESS

Taking a helicopter view of your business and what needs to happen in the next 1, 3, 5 and 10 years in order to remain credible, commercial and competitive and, as a Leader; what role you will be playing. Time here is spent going back to organisational design and future development. This includes challenging you as a Leader and whether the organisation's foundations are solid. You'll experience time out of the business to really question what holds fast and remains true versus what needs to be different going forward.

Delivered bimonthly, each of these areas will be explored across six sessions over a 12-month period.

COACHING

The Enabling Leaders Programme offers six coaching sessions - giving leaders an independent ear which brings an external perspective to your challenge and the application of ideas from the programme. The time can be used by you as the participant or, if you choose, can open the session to include other leaders within your business (i.e. sponsor, CEO, MD) to ensure alignment between approach, focus and outcome.



DATES

Programme starts early 2021

COST

£2,995 + VAT per person

Members of the Black Country Chamber of Commerce
Price **£2,595+ VAT** per person

To book or for more information
visit blackcountrytraining.co.uk
or call 0330 024 0820

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