

ASPIRE™

Consulting and Training Ltd.



5 Day Certificate in Management Masterclass

ASPIRE™
TRAINING.ASIA



Influence Empower Success



INTRODUCTION TO ASPIRE

Aspire Consulting and Training Ltd is committed to providing results driven and innovative learning solutions adding true value to all customers to support their growth in people, processes and performance.

Aspire specialises in global consulting and learning, working with multi-national organisations and government departments across the world. We have a reputation for providing high quality bespoke and accredited programmes for our customers to support their leadership teams, strategic thinking and wide range of learning and development programmes to ensure their people are at the forefront of their sectors.

Aspire is a trusted partner to many leading organisations both in the UK and internationally. our focus on ensuring your organisation understands the return on investment it should achieve from the programmes we deliver is paramount to the success of our future relationships with all our customers.

Our unique approach to designing bespoke learning and development solutions for our customers enables us to design, in conjunction with experts in that field, a truly tailored solution that maximises your return on investment. We believe that 'one size fits no one' when designing impactful courses that are focussed on changing the behaviours of individuals to impact on business results/performance.

We deliver a vast number of training programmes with a small selection below to offer a flavour of what we do:

- Becoming Management Material
- Strategic Leadership
- The Art of Influence and Negotiation
- Sales, Marketing and Branding
- Improving the Customer Experience
- Developing a Strategic Business
- Digital Business
- Lean Process Improvement
- Project Management
- Crisis and Risk Management

Below are several organisations we are currently or have supported with their development:

- The Environment Agency
- UNICEF
- Ministry of Transport Vietnam
- Jaguar Land Rover
- Total Cambodia
- Maybank
- Exxon Mobile
- Ministry of Education Oman
- Western Digital
- Malaysian Airways

Our experience and knowledge of different industry sectors offers us a unique position when working with our clients, as we can explore the true heart of the business and build our relationship, your people and your business in a dynamic and proactive way.

PURPOSE OF THE PROGRAM

This fast-paced Management Masterclass training course provides an opportunity to stand back from the day-to-day pressures of managerial life and consider how best to cope with and thrive in an ever complex and changing future. Rather than covering all areas of management, the training course focuses on those topics that many Management Professionals could benefit from in terms of their impact on their stakeholders and their careers.

This Management Masterclass training course will provide participants with a holistic view of their wider organizational and strategic context and give them the tools to have a meaningful impact on their organization's effectiveness.

The highlights of this ASPIRE training course are:

- How to analyse the external and internal forces at work in an organization?
- How to develop and communicate a compelling strategic vision?
- How to measure and manage performance?
- How to build value-added change into the daily management activities?
- How to become an initiator of change rather than playing constant catch-up?
- How to develop a high-performance team?

WHO SHOULD ATTEND

This ASPIRE training course is designed for the following:

- Functional Specialists who wish to prepare themselves for general management roles
- Existing Managers, Supervisors, Team Leaders, Management Staff, wishing to gain a rounded view of best management practices
- Middle-Senior Management Professionals wishing to update themselves on latest practices across a range of management topics

ABOUT THE PROGRAM

ORGANISATIONAL IMPACT

In sending delegates to this training course, the organization will gain the following benefits:

- Have a clear understanding of management essentials
- Be better able to coach and improve productivity
- Better understand their own strengths and weaknesses
- Be more confident to take bold decisions
- Have a better knowledge of dealing upwards in an organization
- Return with renewed energy and passion for managing their team

PERSONAL IMPACT

In attending this training course, delegates will be able to:

- Reflect on their own management style and identify areas for improvement
- Learn how to influence those who are confronting positive change
- Learn how to deal with difficult employees of all stripes
- Learn to power your team to higher performance
- Learn how to manage upwards as well as within your team
- Learn how to motivate and create a culture of responsibility

ABOUT THE PROGRAM

Learning Objectives

At the end of this training course, you will learn to:

- Become an agent for value-added change
- Coach individuals and teams to achieve extraordinary goals
- Select appropriate methods for measuring and managing performance
- Be in tune with the team's effectiveness and be able to turn morale around if and when necessary
- Facilitate problem-solving groups that will deliver results on time and on budget
- Develop employees to take more responsibility
- Learn to use best-practiced strategies for influencing and motivating others

Training Methodology

This Management Masterclass training course will be fast-paced interactive and fun! The learning process will employ state-of-the-art adult learning techniques that enable people to learn by listening, seeing, discussion and hands-on practice – all within a relaxed and enjoyable environment

World-class management practices will be shared to see how they can be applied in participant's organizations. Participants will also be given time to share their ideas in open sessions as well as in small group settings. They will be constantly busy and engaged in hands-on exercises, case discussions, and simulations that are customized to fit the reality of their working world.

Participants will go back to work with an action plan that they can put into practice right away.

5 DAY COURSE OUTLINE

Day 1

The Manager as a Strategist

- The purpose of organizations
- Stakeholder Analysis
- Motivation and the importance of context
- The challenge of thriving in a VUCA world
- More change is Coming and it's Much Bigger and More impactful than you Think!
- Strategic performance drivers
- The physiology and biology of leadership
- Strategy vs. Values: The greatest impact on performance

Day 4

The Manager as the Project Team Facilitator

- Elements of successful projects
- People dynamics in a project team as compared to a permanent team
- Meetings: *The #1 Time Waster*
- Reducing Meeting Times by 50% and more
- The Role of the Facilitator
- The 5 Types of Meetings
- Creating an Agenda that Focuses on Process and Content
- Dealing with Dysfunctional Meeting Behaviours
- Encouraging Creativity and Innovation
- Ensuring Accountability for Value Added Outcomes

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Day 2

The Manager as a Coach

- Leadership, coaching and mentoring compared
- Diagnosis and evaluation of personal leadership styles
- Delegation, empowerment and the importance of trust
- Coaching case study: Understanding the goals
- The Impact of Relationships on Trust
- Impacting Performance by raising Expectations
- Effective Coaching Meetings
- Knowing what role to play: sounding board, facilitator or advisor

Day 5

The Manager as Change Agent

- The Challenge of Personal Change
- Six Typical Reaction to Change
- The Attributes of Effective Change Agents
- Influencing Upward
- Knowing Your Power and Leveraging it
- The Importance of Humility and other Emotional Intelligence Skills
- Knowing how to be Assertive without Appearing Aggressive

Day 3

The Manager as Team Leader

- Teamwork Best Practices
- Creating a High-Performance Team
- Empowerment and its Link to Performance
- Team Decision Making: *When and How to Achieve a Consensus*
- Performance Measurement
- The 4 Stages of Team Development
- Team-Building Techniques
- Recognition and Reward



PRICING AND DELIVERY

Our programs

Delivered :

- London – UK
- New York - USA
- Kuala Lumpur – Malaysia
- Ho Chi Minh City - Vietnam
- Bangkok – Thailand

Times

Start 09.00

Finish 17.00

5 Day program is 40 learning hours

5 Day Program per person

GBP £ 4495.00

- Non-residential cost
- Includes certification from AIPLD on final day
- Does not include hotel, flights and expenses
- Payment to made prior to training
- Each course will have a maximum of 15 delegates

WHY CHOOSE US?

Some ideas come and go and some change things forever. At **Aspire**, we've incorporated the best development techniques into our training so that your people not only come away with specific skills and action plans, but often see things in a different way.

Each of our training programmes set the stage for a game-changing conversation between your people and their managers. Whether they are coming to grips with sweeping changes in the organisation or grappling with the flood of young workers, our programmes give everyone a new point of view that helps and engage like never before.



CONTACT US

www.aspire.me.uk

www.aspiretraining.asia

(+44) 0333 772 0369

Info@aspire.me.uk

WhatsApp (+44) 07966 783 643

We are fortunate to work with many different types of organisations around the world, working with many blue-chip company's and Ministerial Departments such as Education, Transport and Health in the UK, Oman, Thailand and Vietnam.

We work within manufacturing, retail travel, hospitality, finance and so many more.

So, we understand our clients needs.

