

ASPIRE™

Consulting and Training Ltd.

AIPLD 12 Month Diploma in
**Disruptive and
Transformational Leadership**
11 Days (100 Hours Learning)

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

Becoming a more effective and strategic leader involves delegates in a complex process of changing behaviours, based on an understanding of leadership and on the development of a range of personal and interpersonal skills. The aim of this programme is to develop the cognitive and behavioural skills necessary to undertake a strategic investigation into senior leadership and management in each context by utilising strategic leadership and management approaches.

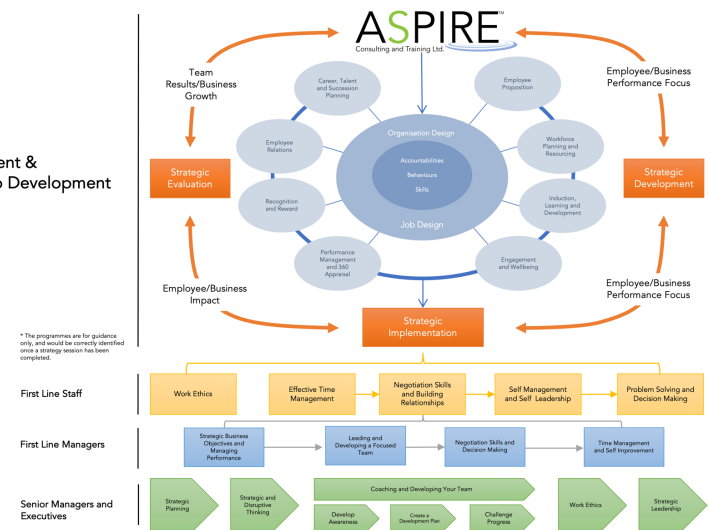
ASPIRE expects on each person achieving a return on investment (ROI) for your business as part of undertaking any development training programme with us. Understanding your business, its objectives and our carefully refined ROI delivery model will ensure your people not only change their behaviour when leading people but create a monetary return for your business through solving problems, challenges and developing opportunities with our guidance.

Designed for C-Suite, senior managers and leaders who are seeking to develop themselves, who recognise they must satisfy various stakeholders and who want to invest in their own personal brand. They are looking to make the best use of resources, understand the need to innovate and optimise performance. They may also have to present arguments for change, construct business cases, lead change implementation and evaluate the impact of that change.

The programme is simply an example programme that is centred on leadership and management skills and techniques to improve a personal brand and can innovate any business strategy. This programme we will design with you will encourage a focus on the skills required to become more strategically adept. The programme allows the learner to identify and work on the areas of leadership and management development specific to their own work context and of interest and relevance. By combining these elements, we can ensure that both the individual and the business see tangible returns.

ASPIRE Strategic Management & Leadership Development Model

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ABOUT THE PROGRAM



The course is ideal for:

C-Suite and Candidates for C-Suite, Heads of Department and Senior Executives who have the overall responsibility for Operational, People, Growth and all Output within an organisation.

ABOUT THE PROGRAM

The workshops are highly participative, using facilitated discussion, presentations, case studies and group work, promoting reflective review and encourage participants to find opportunities to apply the learning in the workplace.

- By the end of this programme delegates will:
- Understand and critically evaluate the context of their leadership and behaviours
- Undertake an investigation of relevance to leadership and management with data gathered from a variety of sources to meet own or organisation's needs
- Formulate a robust plan for the leadership and/or management of self or organisation in the specified context taking account of the needs of specified stakeholders
- Demonstrate how engagement with a professional network has impacted your own thinking about leadership and management
- Communicate the impact of the investigation using appropriate media to specified stakeholders

Training Methodology

This highly interactive Aspire training course will involve active participation by all participants through a combination of direct instruction, analysis and evaluation of practical case studies, examples and exercises as well as discussions of current issues, policies, procedures and other "real life" issues arising within the participants' respective organisations.

Program Summary

The AIPLD certified programme is built on the foundation of a 12 month invested face-to-face workshop supported by blocks of Personal Development and some self-learning. Throughout the Programme each participant will carry out a work-related assignment and keep a Project Diary. Participants will also be required to keep a Reflective Learning Journal of their involvement on the course.

ABOUT THE PROGRAM

Benefits for employers

- Senior leaders and managers who can think and act strategically
- Senior leaders and managers who make informed evidence-based decisions
- Motivated staff who can create and maintain a high-performance culture
- Senior team members who are self-aware and take responsibility for self-development

Benefits for individuals

- Know how to use an enquiry led evidence-based approach to develop your leadership and management capability
- Develop and enhance your personal brand
- Develop, implement and evaluate high-level, strategic, business cases
- Embed your leadership and management development in real work.



PROGRAM AGENDA

The programme is an intense, yet simple-to-understand delivery, so that your people do not lose traction of the learning provided.

At its core, this workshop shows how to identify goals, lighting a path, and influencing others to follow. But the responsibility entails much more. The influencers must get their message out in a way that inspires, make the most of their limited time, and build roads to precious resources. They must negotiate alliances, improve their colleagues, and align the ambitions of the many with the needs of the business.

01 | Future | 2 Day (The Why and What)

02 | Engage | 3 Day (The How)

03 | Deliver | 2 Day (The When)

04 | Apply | 2 Day (The Who)

05 | Enabled | 2 Day (3 Months after final session)

01 | Future | 2 Day

Introduction of Session

This first session will get an insight into what is required from the global leadership program, which is necessary if you want to work and build more inspiring, ethical and sustainable business leaders. This will create conscious leaders who can articulate teamwork through their own Mission, Vision and Values. In turn influencing a change in mindset rewarding themselves with a more in-tuned culture and natural change in positive behaviours.

Ice Breaker and Objectives - Lumina Profile Feedback

Having a Purpose - Discussion, Brainstorm, Self-Reflection, Creating a Personal Vision Board

Transforming the way, one thinks about themselves. What makes them tick! Making them realise their gifts, talents and authentic personalities - which drives their life purpose. How are these transposed into their teams, and ultimately into the strategic business intent?

Global Mission, Vision, Values and Teamworking - Discussion, Group Exercise

Asking the question - "why is it important to have a mission and vision?". Understanding the Mission (Why?) and the Vision (What?) - relating it to the company and creating a localised strategy. This will introduce Values and Team working in preparation for Session 2 Engage.

Culture and Behaviours - Discussion, Case Study

Recognising what is meant by culture and behaviours. How it differs from region to region, and team to team. Who creates the culture within a business, and how can a positive influence behaviour change be encouraged and maintained? Case study of a fictional business or book called *Gung Ho* (Ken Blanchard).

Creating a Winning Mindset and Winning Business - Brain Storm, Discussion, Group Exercise

Working with the group to realise their *purpose* from the first part of the day. How do we shift a person's thoughts from being *negative* (70% of our thoughts are *MIT Research 2014)? This session will support setting your mindset right, by becoming action centered. Shifting to 20% thinking and 80% doing (as opposed to the natural reverse). This creates the drive needed to always be in a winning position - without burning out

Mid-Session Support

Team webinar (1 Hour?) - Challenges and successes for Vision and Mission Strategy development

Coaching (30 mins)? - Per candidate session focusing on action plans from previous session (indirectly introduce a functional coaching method)

Introduce pre-reading - TBC

02 | Engage | 3 Day

Introduction of Session

This session will help build the bridge from *Why and What* to the **HOW**. Understanding how a business needs to have a strategic intent to be successful and requiring a pathway to achieve that journey. This session is about how to empower a workforce to be engaged in everything that needs to be done, to achieve the outcome desired.

Ice Breaker and Objectives - Review of Day One

Personal and Team Brand - Discussion, Brainstorm, Group Exercise

We will explore what a brand is and how it is defined. Re-examining the personal vision board from the first day and what the features and benefits are for each. Introducing the Four Enablers from Engage for Success. The mission and vision will be at the core of this session - becoming the step 1 to the *How*. We will look at the culture that defines the values in the business and on a personal/departmental level, how to introduce improvements needed and how to overcome the challenges may be faced.

Relationship and Trust - Discussion, Group Exercise, Case Study

This session will look at the mainstay virtues of trust, which all high performing teams should have. The discussion will lead to what honesty and openness looks like within the business, and factors of trust that build and damage relationships. We will look at the Trust Cell and build up from different perspectives; Business to Leaders; Leaders to Team and Team to Business, in both directions. This will lead to greater synergy through open and deliberate conversation

Influence and Engagement - Discussion, Group Exercise, Interactive Exercise

It is known that high levels of employee involvement are the keys to remaining competitive. Using a method called TAP-C™ (*Tell, Ask, Partner and Commit*), we will examine how to empower a person to make them more committed to competing a task. Engagement comes when you can influence a desired outcome. The more a person feels they have been entrusted to complete something, the culture of an organisation naturally improves, and positivity becomes infectious.

People and Customer Engagement Strategies - Brain Storm, Discussion, Group Exercise, Case Study

The principles of people and customer excellence skills, are already covered in the previous topics. The crucial elements of communication, motivation and showing integrity happen naturally when everything else discussed start slotting into place. However, we will look at customer psychology and what drives a customer's loyalty, motivation, and desire to remain or choose to use you and your services. We will look at Amazon and British Airways as a couple of example case study's and understand what they did right and what they did that damaged the loyalty from their customers.

Change Leadership - Discussion, Brainstorm, Group Exercise

This session will explore the difference between successful and unsuccessful change efforts. We will firstly look at Situational Leadership and identify the preferred leadership style and how to adapt to certain situations. We will then move on to understanding the 3C's (*Communicate, Collaborate, Commit*) - not dissimilar to TAP-C™ - but it will help lead a process of effective leadership to help move people from situation into another, more fluent and positive one.

Mid-Session Support

Coaching (30 mins)? - Per candidate session focusing on action plans from previous session

Team webinar (1 Hour?) - Challenges and successes for Leadership Change, Implementing Culture and Values etc. Preparation for Presentations?

360 Questionnaire

Performance Metrics

03 | Deliver | 2 Day

Introduction of Session

The first 2 sessions were about identifying the *Why*, *What* and *How*. This is about the **When**. When do we implement the changes for best impact, when do we have the right conversations for best output etc.? In this session we will further put into practice, how to improve situations from a leadership perspective, overcoming cultural objectives and delivering an output that is assertive and empowering at the same time. By understanding this, they will realise the impact and consequences are on the business their teams and themselves.

Ice Breaker and Objectives

Conversations for Delivery - Discussion, Brainstorm, Self-Reflection, Group Exercise

This session allows the possibility to formulate the starting of a conversation to achieve an outcome that you desire. the TAP-C™ Empowerment model allows for this, so we will return to this method. The delegates will be expected to have some personal examples where they hadn't achieved the outcome they desired. This will offer them the opportunity to reformulate the dialogue to influence the outcome. They will understand when they need to change their approach and language accordingly.

Playing to Strengths - Discussion, Group Exercise

People always feel awkward when asking what their strengths are. There is a reluctance to speak about yourself (returning to session 1 - *Your Purpose and SELF*), as it can be seen as arrogant. This session we will look at how to use personal strengths, at the right time. By asking themselves the questions, 'What works?' and 'What are the benefits?' - they will realise new question, 'When do I see the outcomes?' and 'When will it benefit us?' The *arrogance* perceived will change to the *confidence* expected from a true leader.

Creating a Performance Driven Culture - Discussion, Group Exercise

Culture and behaviour change gets driven when there are performance indicators to be measured against. In the session the group will understand when to *further* coach their teams to improve performance, allowing the teams and individuals they lead to take more responsibility of their actions. Using a 2-minute coaching technique, we will see that delivering invested conversations, will always achieve the desired effect within the least amount of time.

Holding Others to Account - Brain Storm, Discussion, Case Study, Interactive Group Exercise

This entire day is about when to deliver the right message at the right time in the right way. We will look at a couple of case study scenarios to identify when the behaviour of a line manager/peer needed to change to have the right effect. The groups will then engage in 'real life' scenarios from their own roles to see how the learning so far has helped them change their language, approach, ownership and results focused conversations.

Mid-Session Support

Coaching (30 mins)? - Per candidate session focusing on action plans from previous session

Team webinar (1 Hour)? - Challenges and successes for Leadership Change, Implementing Culture and Values etc. Preparation for Presentations?

360 Questionnaire

Performance Metrics

04 | Apply | 2 Day

Introduction of Session

These two days is all about *who* will take the lead in situations to get the desired outcome and show true leadership behaviours. This can truly be designed when we/I understand the people and numbers attending the programme to make it most relevant to them. I propose the following option.

Business Simulation

Day One - 1 Group - Board room exercise.

The group need to produce a business presentation (TBC) to the shareholders (observers) that impacts each division/department.

Information (facts, figures and stats) will be provided to support arguments and challenges to help each lead.

The delegates will be moved into different business roles for the duration of the exercise

Throughout the session at crucial times, new information will be provided

Each person will be given a secret 'behaviour challenge' that they need to behave in during the entire process (unless another person has a conversation with them to improve their performance).

1 hour is equal to 1 day in the simulation.

After 1 day is over, the participants will be given new information that is relevant to themselves or the entire team. They need to take this into the session the next day. (15-minute intervals)

The 15 minutes allows observers to observe how people act individually and what they do with the information provided to them.

Day Two

Presentation

45-minute group everyone needs to participate

15-minute question and answer

Group feedback on challenges and successes

Individual feedback

04 | Apply | 2 Day (The Who)

Mid-Session Support

Coaching (30 mins)? - Per candidate session focusing on action plans from previous session

Team webinar (1 Hour)? - Challenges and successes for Leadership Change, Implementing Culture and Values etc. Preparation for Presentations?

360 Questionnaire

Performance Metrics

05 | Enabled | 2 Day

This final day is a culmination of everything that has been learnt over the past few months. The presentation should include all aspects of the *Why, What, How, When* and *Who*.

They will present improvements over the time, with people statistics and business figures.

The presentation should evidence how they have embedded their *Vision* and *Mission* and integrated values led and empowered culture of people that have self-belief and improved performance.

Presentation to be delivered to Stakeholders?
30 minutes per presentation (depending on numbers)
10 question and answer?

05 | Enabled | 2 Day (3 Months after final session)

EVALUATION

At ASPIRE we believe that, training managers to be authentic within their role, they will be able to influence, and empower their people to become more deliberate with their actions and becoming successful both personally and from an organisation point of view. Our training therefore embeds our values in everything we do - *INFLUENCE* - *EMPOWER* - *SUCCEED*.

To empower others, you need to influence them and effect a change in their thinking. Our programmes show how this can be achieved through a direct use of a managers own energy, by asserting and persuading effectively using honest conversations.

Our workshops therefore have an empowerment model streamlined through called *THE TAP-C™ EMPOWERMENT MODEL (Tell - Ask - Partner - Commit)* that can be used when having development conversations with your staff during 1-2-1's and appraisals, developing your teams to be high performers, managing challenging situations so there is no escalation in behaviour and so on.

Using this model and embedding it into day-to-day activities, your people will become more responsive to situations - allowing managers to use their time more effectively and develop high performance by understanding capabilities and abilities more proactively.

Each of the programmes will be supported using a Pre-Course and Post-Course Workshop questionnaire, that will identify areas of personal development and improvement. Our expectation would be:

Pre-Course

The delegate should understand the purpose of attending the programme. which should be supported by a 2-way conversation and ongoing support by their Line Manager. They should cover:

- Course objectives, and what would like to be achieved on completion of the programme
- Identification of a business relevant project to be developed over the course of the programme
 - Provides an ROI on their learning days
 - The application of the learning is immediate
 - The programme empowers the managers attending

Learning Logs & Action Planning

The delegates will be required to keep a learning log throughout the programme recording:

- How they will apply the learning
- What changes the learning can make to their work and role
- What they will keep doing, stop doing, and start doing
- Identifying areas for personal development
- What have they learnt from the tasks, activities and implementation of their new skills

Objectives and actions will be set at the end of each day which will be reviewed and discussed with the group at the start of the next session.

We know that our workshops will set the stage for more impactful game changing conversations that create a more empowered culture and higher performing teams and departments. This programme will support in the development of potential managers to become more invested in themselves with the methods presented, redefining a more encouraged approach to their next opportunity within TNA.

Post-Course

Upon completion of the programmes, we would expect a transparent 2-way conversation that should cover:

- How the objectives were met
- What support is required to achieve the objectives
- How they will approach situations to become more aware of their skills and deliverables

PRICING AND DELIVERY

Our programs

Delivered :

- London – UK
- Bali – Indonesia
- Paris – France
- Berlin - Germany
- Singapore
- Kuala Lumpur - Malaysia
- New York - USA

Times

Start 09.00

Finish 17.00

11 Days is 100 learning hours

12 Month Program per person (Public Course)

GBP £ 12950.00

USD \$ 16495.00

*All the relevant taxes will be added depending on your country of payment.

12 Month Program in-house (Private Course)

GBP £ 34950.00

USD \$ 43950.00

- 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 20 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

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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.

