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Talk to us 01892 611553

## Really Responsible Leadership

Helping charities in your local community -  
we offer a coaching and management development  
opportunity which is second to none.

### The most effective way of donating staff time and expertise to charities...

#### About the programme

The Really Responsible Leadership Programme allows supervisors, managers and directors to develop essential skills in an inspirational way. We believe that you can only truly understand how to lead people and manage projects through experience in the real world. We also know that inherent in all of us is the psychological need to help others. With this in mind, we offer each individual the opportunity to realise their personal development goals, while being responsible for a real-world project from start to finish.

#### Workplace learning – sharing skills

This is a workplace learning initiative which does not require anybody to be seconded to the host organisation (in other words, the client). They will manage the project from their place of work, communicating with their client when appropriate. Each candidate will typically work on their chosen project for one or two days each month. Our team is on hand to ensure that each project is achievable in the time frame and does not have a negative impact on day-to-day tasks.

#### Growth

The development and growth achieved through this programme stem from a blend of formal and experiential learning. Each participant has a dedicated coach – a personal champion to support them throughout. This relationship is more than complementary: it lies at the heart of the learning process and helps candidates to focus clearly on their progress.

#### Ethical

A unique element of our programme is that the work-based project will benefit third sector organisations, enabling vital tasks to be accomplished by charities, social enterprise projects and community ventures. Specifically, the aim is to support endeavours that might not otherwise be possible. This scheme offers a multi-faceted development path which aims to improve performance for the participant, their company and the charity.

See over for full details of the six month programme



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### **This Leadership Programme includes:**

#### **Comprehensive psychometric profiling**

Candidates will be assessed according to preference and needs. The following tools are used in conjunction with The Really Responsible Programmes: The Strength Deployment Inventory® (SDI®); The Myers Briggs Type Indicator® (MBTI®); The 16pf®; The Type Dynamics Indicator® (TDI®); MAP Assessment; 360 Feedback; Team Performance Indicator

#### **Executive coaching for six months**

Harnessing the potential of informal learning, we provide up to 10 coaching sessions for each participant through face-to-face meetings or via an internet or telephone link. The support that is provided by each coach is tailored to the individual's needs and those of your business. Every coach is an experienced leader with a career in the private or public sector. They each have recognised coaching accreditations and facilitation experience as training consultants.

#### **One-day seminars (optional)**

These workshops are designed to develop skills required for the effective management of staff. The first is a one-day introduction to the programme. The other five are: Managing Yourself and Others; Project Management; Communication & Presentation Skills; Recruitment & Selection; The Ethical Manager. Choose which you would like your staff to complete.

#### **Managing a live project which directly benefits a charity**

This is where your staff can share their skills with the people who need it most. We set up and monitor the relationship between the project manager and a host organisation (selected from our third sector partners or your company's chosen charity for the year). Each candidate has the opportunity to make a real difference by working to mutually agreed goals over a six month period.

#### **Benefits to your people**

This programme gives your staff the chance to combine formal skills training with workplace learning, while being supported by an executive coach. It is tailored to each manager's personal development plan: thus we can address and achieve their goals in one programme.

Our experience shows that our participants report higher levels of self-esteem and happiness compared with those on traditional training courses. This is because our candidates help others while they are learning.

#### **Benefits to your organisation**

If you think it's important to demonstrate your corporate responsibility and you want to create a culture for continuous growth as part of the working life of your company, our programme is for you. It will benefit your enterprise because it builds leadership skills and encourages workplace learning. It also allows people in your organisation to demonstrate their capabilities, managing a complex real-life project which gives rise to positive change – and that's for everyone involved.

#### **Really Responsible Research**

Research shows that one of the keys to our happiness is not to continue improving our own lives, but instead to make a difference to the lives of other human beings. We have found this to be true in our own work; but it's not just our experience – professors of psychology agree. We work on the basis that we are born needing to give help to our fellows. Warneken and Tomasello (2006) demonstrated that children as young as eighteen months old are naturally altruistic. Putting their own needs to one side, they instinctively reach out to others. This is why giving you the chance to give something back to the community enables you to fulfil more than just your own development needs.

**We take care of everything, which is why this is the most effective way of donating staff time and expertise to charities in your local community.**

[www.reallyresponsible.com](http://www.reallyresponsible.com)

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