



The Aspiring Leaders Programme – Lancashire Probation Trust

This programme has been designed to help you to understand more about leadership and management and what skills a manager may need to be effective in the probation service.

Management skills are often developed when the person gets into the job, practical experience does have its place in learning however, it can be a very difficult and ad hoc process. This programme has been developed to enable you to develop your:-

- Knowledge and understanding about management
- Thinking about what managers do
- Your understanding about management in the probation service

Through the programme you will be involved in discussions, practical exercises and other activities to support your learning and development.

We have been working with managers, leaders and teams in organisations for many years and this programme has been specially developed based on the needs and requirements of those aspiring to be leaders in the Probation Service.

Management is a complex role, the more you can find out about it before you actually become a manager the better prepared you will be able to be when you find yourself in the role.

Programme Design

The programme has several key design features that support effective learning. These include:

- Workshops on practical management topics
- Provision of a Learning Log to develop management thinking and skills
- An analysis of your personality and how this might affect your management approach
- Personal Development Plan to support learning
- Programme tailored to the needs of the organization
- Input from organization managers/leaders



*Whatever you can do, or dream you can, begin it.
Boldness has genius, power and magic in it, begin it now.*

Goethe

THE ASPIRING LEADERS PROGRAMME



WORKSHOP SESSIONS

Date	Title	Topics
	You as a Leader	What do managers and leaders do? What are your development areas as an aspiring leader/manager of the future?
	You and the Organisation	What is the culture of your organisation like? Why is it important for managers to understand the organisation vision, aims and objectives? Who are the organisation stakeholders?
	Behaviour and Influence	What kind of behaviour do managers exhibit? What behaviours enable managers to have most influence in situations? Do you know how to build rapport and how to use assertiveness to improve communication?
	Motivational Skills	Motivational models and strategies that can help managers to motivate themselves and their teams will be the focus here. How do managers get the best out of their people?
	Effective Use of Time	Time management is a crucial skill for any manager and one of the skills that managers most often ask for development in. There is no magic about time management, it is more about discipline
	Continuous Improvement and Change	Understanding how to manage change and how to develop a culture of continuous improvement is the challenge in this session. If you become a manager these are skills you will undoubtedly need and use.

Tel: 01772 679154 Mobile: 07803 741262 Web: www.adgroup.com



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