

## Are these challenges familiar to you?

Our clients constantly tell us that three key challenges are:



- We work in an ever-changing environment and need to enhance our **skills** to stay ahead, for today and tomorrow
- We need to maintain and develop a positive **mindset** to say “Yes” to the changes we face and create
- We need to **influence** others in highly effective ways to have greater impact and generate immediate **results**



Hansen Beck delivers behavioural-based change and people development programmes. Our partner network, across 25 countries and 5 continents, has over 300 years combined training experience gathered in leading roles within a broad range of companies and sectors, from all over the globe. Our programmes have been tried and tested over the past 50 years for Board Directors to First Line Managers.

## Why Hansen Beck?

Hansen Beck enables you to **explore** your strengths and potential, **master** your skills and **deliver** tangible results. Our expertise will stimulate your desire to learn and change, whilst enhancing your ability to transfer understanding into positive action. Our training will enable you to immediately put your learning into practise in your everyday professional and personal life.



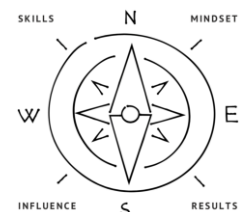
## Who are our participants?



You are an accomplished professional who wants to develop yourself holistically, without being lectured. You want to be engaged and stimulated to look at things from a different perspective. You are open to new ideas and willing, with our support, to step out of your comfort zone. Although busy, you see the benefit of investing one day per month over a series of months (depending on programme) so you can walk away with a broad range of tangible, practical skills, and a confident, positive approach to meet your challenges.

## What is included in your training?

- |  |                                |
|--|--------------------------------|
| ↗ Motivating and interactive training days | ↗ Group discussions            |
| ↗ Roleplays & simulations                  | ↗ Presentations                |
| ↗ Feedback from peers and trainer          | ↗ Action Plans between modules |
| ↗ Full documentation and supporting texts  | ↗ Memory sheets & cards        |
| ↗ Individual coaching                      | ↗ Digital support              |



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## Programme Overview - Management & Leadership 1

	Key Topics	Visible Changes
<b>Module 1 – Managing and Influencing</b>	<ul style="list-style-type: none"> <li>↗ The role of the Manager</li> <li>↗ Objective setting</li> <li>↗ Understanding influence</li> <li>↗ Embracing change</li> <li>↗ Positive first impressions</li> <li>↗ Motivation and introduction to coaching</li> <li>↗ Presenting effectively</li> </ul>	<ul style="list-style-type: none"> <li>↗ Increased energy</li> <li>↗ Greater motivation and resilience</li> <li>↗ Better preparation</li> <li>↗ Boosted self-confidence and self-awareness</li> <li>↗ More effective questioning and listening</li> </ul>
<b>Module 2 – Creating Change</b>	<ul style="list-style-type: none"> <li>↗ Progress report on results achieved</li> <li>↗ Problem solving and creative thinking</li> <li>↗ Appraising</li> <li>↗ Taking an interest</li> <li>↗ Building better relationships</li> <li>↗ Memorable presentations</li> <li>↗ Addressing the uncomfortable</li> </ul>	<ul style="list-style-type: none"> <li>↗ Higher team motivation</li> <li>↗ Gaining genuine commitment</li> <li>↗ Taking ownership</li> <li>↗ Tackling difficult situations</li> <li>↗ Trying new approaches</li> </ul>
<b>Module 3 – Becoming a Leader</b>	<ul style="list-style-type: none"> <li>↗ Progress report on results achieved</li> <li>↗ Selling ideas to others</li> <li>↗ Negotiation techniques</li> <li>↗ Principles of leadership</li> <li>↗ Motivating with praise</li> <li>↗ Improving performance</li> <li>↗ Influencing upwards</li> </ul>	<ul style="list-style-type: none"> <li>↗ Using praise effectively</li> <li>↗ Creating win : win</li> <li>↗ Positive focus on results</li> <li>↗ Creating heroes</li> <li>↗ Presenting with confidence</li> <li>↗ Demonstrating leadership qualities</li> </ul>
<b>Module 4 – Delivering Results</b>	<ul style="list-style-type: none"> <li>↗ Progress report on results achieved</li> <li>↗ Meetings &amp; Results-orientated teamwork</li> <li>↗ Performance management</li> <li>↗ Dealing with underperformance</li> <li>↗ Reporting to top management</li> <li>↗ Influencing upwards</li> </ul>	<ul style="list-style-type: none"> <li>↗ Leading from the front</li> <li>↗ Expecting more</li> <li>↗ Leading effective meetings</li> <li>↗ Actively influencing upwards</li> <li>↗ Addressing underperformance</li> </ul>
<b>Module 5 – Effective Leadership</b>	<ul style="list-style-type: none"> <li>↗ Progress report on results achieved</li> <li>↗ The role of the Leaders</li> <li>↗ Priority management</li> <li>↗ Minimising distractions</li> <li>↗ Strategic vision</li> <li>↗ Paradox of success and continuous Improvement</li> <li>↗ Personal development commitments</li> </ul>	<ul style="list-style-type: none"> <li>↗ Better focus and prioritisation</li> <li>↗ Effective planning</li> <li>↗ Contributing to strategic change</li> <li>↗ Commitment to ongoing personal development</li> </ul>



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