

# Online 'Authentic Leadership' Course

## Course Overview

Specifically designed by Developing Business Excellence Limited for professional groups and individuals, this is an interactive online group course of five sessions of 1.5 hours each. The spread of chaos and confusion following the global outbreak of Covid-19, has provided us all with a stark reminder of the need for authentic leaders we can trust, are honest and good. Working with a maximum of 15 participants per group, the course is engaging and fast paced. In-between session work (and engagement with the other participants) will ensure you gain maximum benefit.

## Session Recording

This online course allows you to participate without the need for travel. It uses the latest online technology. Full instructions will be given to facilitate easy access. You will receive PowerPoint slides and a recording of each session. Each session is available to download for one month after the original session. Once downloaded, however, you can keep and review the content, at your leisure, as often as you like. A virtual group will also exist for the duration of the course in which learners might share information and ideas.

## Who Should Attend?

This course is tailor made to meet the demands of professions seeking to enhance their understanding of what 'good leadership' looks like, improve their self-awareness, and learn new skills, whether as an inquisitive learner, a team, someone transitioning in to a leadership role, or someone responsible for assessing the leadership potential of others, possibly for advancement or performance related pay. It aims to maximise your chances of success.

## Course Objectives

- Agreeing a definition of authentic leadership and the 'best boss' list.
- Critical principles of leadership behaviour and applying the Nolan Principles.
- Essential skills and competencies.
- The paradox of leadership and non-conformity.
- Constructive feedback, action planning and continuous improvement.

## Your Facilitator

This Developing Business Excellence course is led by Richard Gadd, a Fellow of the Institute of Leadership and Management, accomplished leader, consultant, coach, mentor and experienced trainer. See [www.linkedin.com/in/rdmgadd](http://www.linkedin.com/in/rdmgadd). Richard may be joined by colleagues to add their own perspectives as leaders.

During each session, Richard will introduce anonymised case studies, encourage syndicate and individual work and encourage interactive critical thinking.

During or after the course Richard will be available for one 30-minute 1:1 session with each participant to discuss and agree an individual action plan.

## Course Content

### Session 1: Introduction to the Programme

- Personal introductions
- How we will work together virtually?
- What does a good leader look like?
- Why should others be led by you?
- Defining authentic leadership

### Session 2: Principles of Authentic Leadership

- Values and standards
- Diversity and inclusion
- Celebrating success

### Session 3: Skills and Competencies

- Future learning and development
- Empowerment and trust
- Effective communication

Further information can be found at [sterlingdevelopment.co.uk](http://sterlingdevelopment.co.uk) or by contacting Yvonne Mathiasson at [info@sterlingdevelopment.co.uk](mailto:info@sterlingdevelopment.co.uk)

**Session 4: Paradox of Leadership**

- Conflicting loyalties
- Managing expectations and politics
- Speaking truth to power
- Questioning the status quo

**Session 5: Continuous Improvement**

- The learning cycle
- Growth mindset
- In pursuit of excellence
- Review individual action plans

The course fee is £1,200 (£1,000 plus VAT)