

# CONTEMPORARY LEADERS DEVELOPMENT

a customisable modular  
programme



RIGHTTRACK  
WE BELIEVE IN BRAVE



# Hello, We're RightTrack Learning...

A second-generation family business with more than three decades' experience designing and delivering innovative, tailor-made and results-orientated Management & Leadership development solutions.

We are team of learning & development specialists, qualified executive coaches, project management experts and professional actors who work collaboratively with organisations to build the kind of Leadership development that hearts and minds and drive long-lasting change.



## MEET KASMIN

If you have any questions about your organisation's Management and Leadership development or any other training programmes we provide, book a meeting with Kasmin.

**BOOK A MEETING**

# We've Done This Before...

Since being founded in 1988, we are lucky enough to have worked with a long list of organisations, across every imaginable sector, including these familiar names:



Dublin Bus



# HellermannTyton **Developing leaders for global manufacturer**

With a vision to continually develop their people, HellermannTyton appointed RightTrack Learning as their people development partner to design and deliver learning solutions aligned with their people strategy. Having already launched a D&I programme, we expanded learning opportunities by rolling out a modular Team Leader programme comprising:

- Bespoke content aligned to HellermannTyton's objectives
- 7 interactive, in-person modules
- Practical work-based assignments to support transfer of learning
- Institute of Leadership accreditation and certificates for added credibility
- And, 4 employees being promoted to Team Leader following the training!



[Take a look at the  
programme in action...](#)





# More than Just Training...



## Training & Workshops

- In-person, live-virtual or blended
- Full-day, half-days or bite-sized learning
- Customised content to align with your people development objectives, company values, processes and sector
- Different content for different roles & levels of seniority
- One-off programme or a modular approach
- Training manuals and train-the trainer for in-house delivery



## Project Enhancements

- Institute of Leadership accreditation & certification
- Professional actors to bring scenarios to life and role play behaviours and skills
- High-impact launch event and certificate ceremony
- Practical, work-based learning transfer assignments
- Data insights through our complimentary 'Culture Diagnostic'
- Leadership psychometrics
- 360-degree evaluation
- One-to-one Coaching



## Added Value

- Two-Way Onboarding Meeting
- Customised training for your organisation and people
- 'Momentum Meetings' to check-in throughout a project
- Evaluation reports
- RightTrack Learning Certificates  
*(additional fee for Institute of Leadership certificates)*



# Contemporary Leaders Development Programme

This modular programme is designed for busy leaders who want the opportunity to reflect on themselves, their team, and the organisation and to identify tangible actions to drive meaningful change. The programme is customisable, but in its 'off-the-shelf' form comprises a blended approach of participative training, flexible workshops, action learning sets and 1-2-1 coaching.

## Part 1 – Understanding Self

### 1.1 Psychometric and/or 360 Degree Feedback

- There is the option to start the learning journey with a psychometric and invitation for colleagues and direct reports to provide feedback in a structured and constructive way to support greater self-awareness.
- For the psychometric, many organisations favour Myers Briggs for the fact it's well-rounded and well-established however, alternatives can be used if preferred.

### 1.2 Myself as a Leader (Half-Day Training)

- Explore our own values and personal characteristics and identify how these impact on our leadership style
- Understand where our natural style and preferences sit against a range of different leadership models and approaches. Identify opportunities to flex our leadership approach in different situations
- Reflect on the stereotypes around what makes a good leader and the role of authenticity and vulnerability in contemporary leadership
- Be introduced to the theory of 'the mechanics of the Johari window' and the effect this has on the working life of a leader

### 1.3 Executive Coaching

- 60-minute virtual one-to-one coaching session with a professional coach to help individuals digest and act on insights gained so far.



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## Watson Fuels

Bob Taylor, Former Managing Director

“With RightTrack Learning, you don’t just get a trainer, you get the full package. The trainers make a big difference to the session and they continuously deliver a first-rate training session

Without a shadow of a doubt, we have seen that the money that has been invested into training, has been returned in profit and sales. RightTrack Learning have showed us a great way to invest in people and now our colleagues feel valued because we are investing money and time into their development.”

## Shire Leasing

Debra Amos, Head of HR

“We were fortunate enough to find RightTrack who offered a comprehensive and affordable portfolio of management courses that fitted our requirement exactly. We chose the 5 steps to Management modular course which offered in-house training spread over 5 months. The feedback was so positive that we decided to arrange for further training in more specific areas.

I would have no hesitation in recommending RightTrack to anyone looking for a Management Training and Coaching provider.”



## EI Group

Margo Key, Former Credit Control Manager

“The standard of training, the content of the courses, the presentation quality, the thought behind everything RightTrack does, the support and the way you make the delegates and organisers feel, is top drawer in terms of professionalism, knowledge, and service care.

Ultimately every one of us are left with a memorable experience and an immense sense of achieving something. Invaluable in progressing our careers or just making the day job easier.”

## Part 2 – Organisational Culture

### 2.1 Culture Diagnostic

- Invitation to gather organisation-wide data insights using RightTrack's Culture Diagnostic. If this option is chosen we will use the data to priorities conversations and support your leadership team to make evidence-based decisions.

### 2.2 Strategic Thinking (Half-Day Training)

- What is Strategic Thinking? Some input and discussion to explore and understand Strategic Thinking
- The adaptive process applied to organisations and adaptive leadership. The means of preserving what is needed, discarding what is outdated or redundant and building and creating new ways of doing things to enable the organisation to thrive.
- Comprehensive group exercise to explore McKinsey 7S model Strategic Assessment Model: Strategy, Structure, Systems, Shared Values, Style, Staff, Skills

### 2.3 Action Learning Set

- Self-led time as a delegate group to reflect on the outcomes of the workshop

### 2.4 Building an Inclusive Culture (Half-Day Training)

- Examples of best-practice, research and data that makes building a culture of inclusion hard to ignore
- Time to build a combined vision for organizational culture. Where are we now, where do we want to be?
- Reflect on the part diversity, inclusion and belonging plays in organisational culture
- Introduction to Inclusive leadership – benefits and traits and how leaders can positively impact culture through role modelling

- Group activity to explore
  - Do leaders consistently role model inclusive behaviour that's aligned with our values?
  - Do we collect and act on data insights?
  - Do leaders encourage feedback and constructive challenge?
  - Is our Diversity & Inclusion strategy robust and forward-thinking?
  - What do we want to change about our company culture and what can we do to begin to drive that change?
  - What will you commit to doing differently as a leadership team?

### 2.5 Action Learning Set

- Self-led time as a delegate group to reflect on the outcomes of the workshop

### 2.6 Leading Change with Agility & Resilience (Half-Day Training)

- Understand how to foster a growth-mindset to encourage meaningful change
- Recognise the power of creating a tipping point for affecting change using work from Malcolm Gladwell and Seth Godin
- Explore the three Cs of agile leadership: communication, commitment, and collaboration
- How to use Kotter's 8 step change process to ensure smooth transitions when change needs to take place with the business
- Grasp how we prepare for change including stakeholder analysis, allocating roles and responsibilities, using storytelling to invite people on the journey with you
- Use the change curve to plan and manage human elements of change
- Consider how to overcome resistance and encourage agility and resilience at all levels



## Part 3 – Engaging People & Teams

### 3.1 Managing People & Teams (Half-Day Training)

- Develop a basic understanding of team dynamics and how this impacts team effectiveness
- Determine the purpose and context of Performance Management within modern organisations
- Understand how to set objectives and measure performance in line with organisational policy and process
- Strategies to motivate your team to get the best from them
- Build confidence to manage good and bad performers
- Appreciate the GIFT model of feedback. How we communicate areas for improvement to team members without causing offence
- Practical activity to apply the learning to Leader's own team situations

### 3.2 Emotional Intelligence (90-Minute Webinar)

- Understand the dynamics of emotional intelligence (referred to as EQ)
- Recognise and evaluate the benefits of EQ
- Analyse own emotional intelligence using a questionnaire
- Consider how to manage own emotions and motivations
- Discuss approaches to recognising and understanding other people's emotions

### 3.3 Coaching & People Development (Half-Day Training)

- Have discussed approaches to effective development planning for themselves and their teams
- Understand own learning style and the learning cycle using Kolb's methodology
- Consider the range of development options available to enable learning
- Practice development planning using preferred organisational methodology
- Develop listening and questioning skills for supporting others with development
- Learn coaching techniques using the GROW model

### 3.4 Executive Coaching

- 60-minute virtual one-to-one coaching session with a professional coach to help individuals digest and act on insights gained so far.

**nec group**



## New leadership style To achieve a new business focus

“Inward signs of a successful programme - we have a more highly energised leadership team across the company!

This programme has exceeded expectations. It has generated so much interest across the company, where people are asking when they are going to get a chance to go on leadership development. The feedback scores were outstanding.”

“Once again, I have to say that I have been so impressed by the RightTrack approach and of course the content of the material, which seems to be just what we were after!!... Your team have been a real credit to you. They played a major part in really getting the champions engaged and raising their self-belief and confidence.”

**Lynn Fox, Visitor Experience Manager**

**Carol Moor, Director**

# Other Workshops

Here's a small selection of our 'off-the-shelf' workshops and 'Build you Own Programme' modules as food for thought. You may see exactly what you're looking for or want to [book a chat with one of our Leadership Development specialists](#) who can build a solution just for you.

## Core Programmes

- **Contemporary Leaders Development Programme** - a one-of-its-kind, multi-faceted, blended learning programme aimed at more experienced leaders
- **From Management to Leadership** – a 2-day whistlestop tour of essential Leadership skills with plenty of opportunity to apply the learning to the context of attendee's own teams
- **Introduction to Management** – a 1-day programme that does what it says on the tin. A great introductory programme for managers who are new to the role or haven't had any formal training.
- **7 Steps to Modern Management** – a flexible and customisable programme that in its 'off-the-shelf' format is a 7 x 1-day programme that can be pitched at different levels of management

## Individuals Modules

- Emotional Intelligence
- Inclusive Leadership
- Managing Hybrid & Virtual Teams
- Personal Resilience
- Performance Management
- Courageous Conversations
- Coaching Skills
- Collaborative Communication
- Growth Mindset
- Building Exceptional Teams
- Strategic Thinking
- Creative Problem Solving
- Presentation Skills
- Personal Impact
- Time Management & Delegation
- Mindfulness & Stress Management



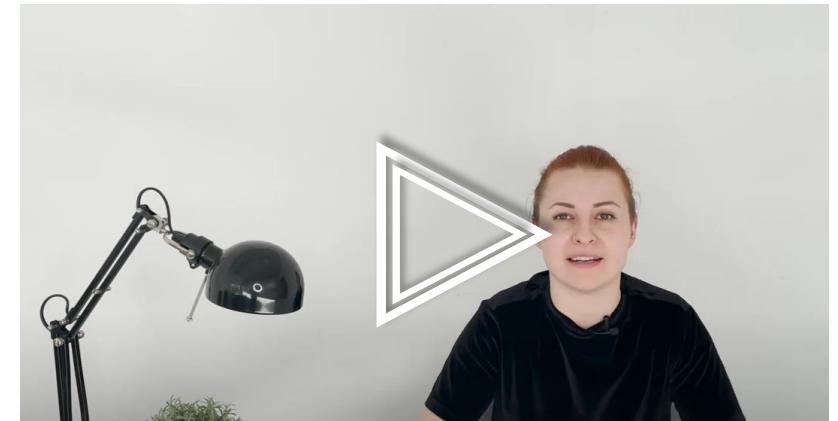
# Culture Diagnostic

Understanding how people across all areas of your organisation perceive company culture can give Leaders true insight into to what extent people feel motivated, engaged and valued.

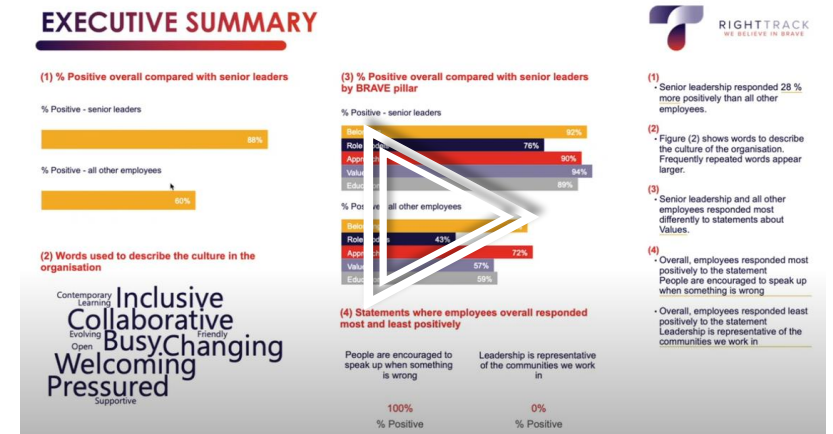
Data is collected anonymously to encourage engagement and honesty, and presented back to you in a comprehensive report that considers five aspects of your company 'ecosystem': Belonging, Role Models, Approach, Values and Education. We can also include additional analysis on how perceptions differ between levels of seniority, age, race and gender. Best of all, our Culture Diagnostic is an optional, complimentary addition to any project for organisations with more than 250 people, where we can confidently collect a meaningful data sample.

Data insights can be used to prioritise learning objectives, inform programme design, and to inspire your Leaders to drive change based on what we *know*, not just what we *think*, is happening across your organisation.

For more information visit: [Culture Diagnostic webpage](#)



Meet Jess Sandham our Culture Diagnostic Data Specialist



Find out more about the report



## Seafresh Group

Elaine O'Sullivan, Head of HR & Compliance

"Due to the success and the considerable return on our expectations and investment we are now embarking on an 18 month development programme across the businesses with RightTrack to build further on the management development programme with an additional focus on developing core skills across all areas, again linked to our Core Values... For me it is a pleasure working with them and I would strongly recommend them to any organisation looking to deliver management development training."

## Associated Independent Stores

Caroline Long, Personnel & Training  
Manager

"I have always been impressed with the modular management training offered by RightTrack. The programmes have been well thought out with each session being a valuable workshop for both new and established managers."

With an excellent balance of self-reflection and managing, with enthusiastic trainers getting delegates interacting, discussing and thinking about their workplace, these workshops are well structured with excellent delivery and the feedback we have received has all been positive."



## Community Housing Group

Marina Banner, Executive Director

"Fabulous! Fresh, exciting, inspirational and fun!"

An excellent tender submission, closely aligned to my brief and professionally presented. Gave me an immediate feeling of confidence that they would be able to deliver for us. Felt as though I didn't want to read anyone else's submission and that I wanted to work for them myself. (They've also worked with Gucci - what more do I need to know!)"



# We Believe in Brave

**And finally, we'd like to share our 'Believe in Brave' ethos with you...**

It takes courage to step out of our comfort zones, to challenge 'the way things are done around here' and to embrace the opportunity to grow as leaders... but we feel passionately that with a little bit of learning, and a lot of brave, we can achieve extraordinary things together.

[PLAY VIDEO](#)



# Contact Us...

**We would love to hear from you!**

It doesn't matter if you're starting with a blank sheet of paper, if you already know exactly what it is you're looking for, or if you'd just like to explore what you can achieve within the parameters of your budget, drop us a line!



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