

# FROM MANAGEMENT TO LEADERSHIP

a customisable 2-day 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)*



# From Management to Leadership

This two-day interactive management programme has been designed to help managers increase self-awareness and appreciation of different leadership styles, and how to apply that understanding to the context of inspiring and leading their own teams. It is most suitable for individuals in, or about to take up, a management or team leader role wishing to develop their understanding of leadership. The programme is also suitable for those managers who spend a lot of their time 'doing', rather than leading.

## By the end of this programme participants will:

- Understand the difference between management and leadership, when to manage, when to lead
- Understand the impact of leadership styles they adopt when leading their teams and people
- Know what is meant by, and the benefits of, authentic leadership
- Appreciate it is ok to be vulnerable, some of the time
- Learn the situational leadership model and explore how to apply the learning in their own roles
- Understand how to agree objectives and goals
- Know the importance of regular performance management and how to lead people working remotely
- Understand the importance of feedback to encourage growth and development
- Explore motivational theories: what motivates others and how to use this knowledge to build a high performing team
- Know how to influence people using appropriate push / pull techniques
- Develop personal confidence in handling 'difficult conversations' effectively.
- Have prepared action plans to transfer the learning to get improved results in the workplace



# From Management to Leadership

## Day One: Understanding Myself as a Leader

- Welcome, introductions and programme objectives; A short ice breaker session linked to the course content to set the tone and atmosphere for the day and to agree ground rules
- Know the difference between management and leadership
- Recognise the power of the mind-set in shaping approach to work and life. What does it take to be an inspirational leader?
- Explore one's own values and understand how these influence relationships and interactions with others and the wider business values
- Understand what we mean by authentic leadership and the growing popularity of vulnerability in contemporary leadership
- Explore different leadership styles and personal preferences in terms of leadership behaviours and ways of working, engaging, influencing direct reports, peers, and more senior colleagues
- Explore the situational leadership model
- Complete a questionnaire to determine what drives us as leaders
- Reflect on the learning and identify tangible actions for our personal action plans

## Day Two: Building a High Performing Team

- Understand how as a leader we balance our time and activities between tasks, the team, and individuals
- Explore how we performance manage and motivate different people in our team based on their specific needs and wants
- Learn about team development cycle and identify where our own teams are at present
- Identify what a high-performing team looks like in the context of your organisation and explore the different challenges of building, managing, and maintaining exceptional teams
- Understand how to open lines of communication and build trust and psychological safety
- Understand how to create and communicate a common goal, set individual objectives, and measure performance in line with your organisations processes
- Explore the challenges and benefits of managing performance remote, dispersed and/or hybrid teams and strategies to overcome barriers
- Gain the ability to adapt our influence style using the 'push or pull' model and understand the range of influencing styles
- Practice providing constructive positive and negative feedback using the Gearbox Model
- Reflect on the learning and identify tangible actions for our personal action plans





## 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.”



# 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



**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**

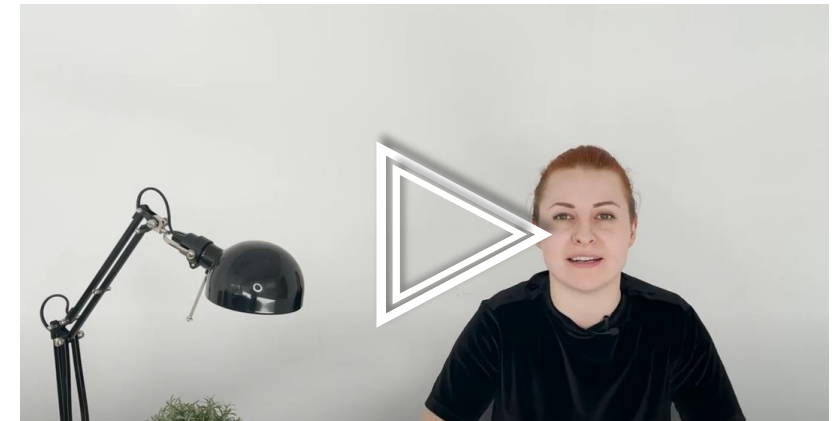
# Culture Diagnostic

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.

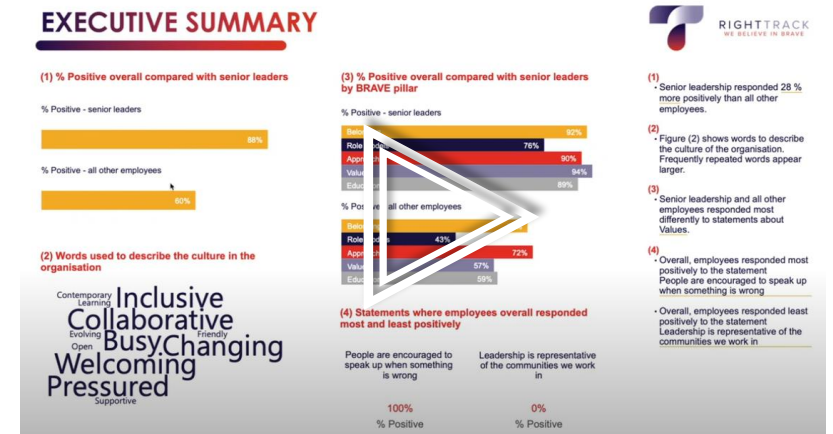
Data is collected anonymously to encourage engagement and honesty, and presented back to you in a comprehensive report that considers five aspects of your company 'ecosystem': Belonging, Role Models, Approach, Values and Education. We can also include additional analysis on how perceptions differ between 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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