

# LEADING FOR RESULTS

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a 6-module 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:





# 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)*



# Leading For Results

The concept of leadership is undergoing a transformation. It is no longer solely reliant on formal authority, but rather on the ability to utilise personal insight, take ownership of responsibilities, connect with values, and take action. All individuals can assume the role of a leader by motivating and inspiring their colleagues to achieve their shared goals, regardless of their position in the hierarchy or number of people in their team. This programme provides the tools and techniques to help leaders lead – and lead effectively with great results.

The Institute of Leadership & Management approved programme can be delivered virtually or face to face. In its 'off-the-shelf' form it is comprised of six modules of participative training, with an MBTI diagnostic for all delegates to complete and the benefit of actors supporting at Module 4.

Previous cohorts who have completed the programme have given overwhelmingly positive feedback with 100% of delegates saying they would recommend this programme to others.

**Module 1 - Inspiring Leadership** Developing confident, values-driven leaders who are clear about how to inspire, engage, motivate, and influence people.

**Module 2 - Emotional Intelligence & Collaborative Working** Becoming well-connected leaders with a developed self and social awareness, able to shape a positive culture that drives autonomy and space for all employees to contribute to success.

**Module 3 - Personal Impact** Nurturing solutions-focused leaders who proactively deal with issues, recognise, and embrace the value of differences and know how to get the best out of people and relationships.

**Module 4 - Managing Performance** Upskilling leaders to effectively manage the performance of people, drive the delivery of organisational goals and provide clear direction, support, feedback, challenge, and development.

**Module 5 - Developing Effective Teams** Developing leaders who are focused on establishing high-performing teams by focussing on trust, connection, debate, and action orientation to deliver organisational success.

**Module 6 - Inclusive Leadership** Inspiring leaders to role model inclusive behaviours and confidently champion ongoing development of an inclusive culture that enables all people to contribute and thrive.



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# Module 1: Inspiring Leadership

This module offers leaders the opportunity to reflect on their current approach to management and leadership and learn about skills, behaviours, and options for leading others to deliver at their best. It encourages attendees to consider their unique values and to showcase and apply them in their leadership role.

The programme also provides space for participants to consider how to inspire, motivate and recognise good work from the team and how to communicate effectively to support all to do a great job!

## Aims:

- Understand the context for the Leadership Programme and plan my commitment to develop.
- Apply the learning from a range of leadership models and theories to my everyday leadership activities.
- Explore alternative leadership styles to maximise my flexibility in leading and engaging others.
- Develop my personal leadership vision and my leadership 'brand.'
- Prepare strategies to reward and motivate individuals and the team through appropriate recognition, praise, and feedback.
- Reflect how leaders inspire others.
- Calculate the costs of communication and discuss the need for getting it right.
- Understand the importance of Body Language in enhancing the message and building trust and credibility.
- Learn how you can 'fake it till you make it' through using your body to generate confidence.
- Plan application of learning to facilitate improved leadership behaviour.

## Result:

Confident, values-driven leaders who are clear about how to inspire, engage, motivate, and influence people.

# Module 2: Emotional Intelligence & Collaborative Working

During this module Leaders are introduced to the concept of Emotional Intelligence (EI) and the importance of developing and applying EI skills in their everyday working. They will evaluate levels of emotional resilience, thinking about how they currently respond to knock-backs and learn some tools to develop resilience and future focus.

We also explore tools for leaders to encourage contribution from others and to create a positive environment that enables all employees to share their views and be listened to.

And finally, we evaluate opportunities for networking and how this can positively impact our breadth of leadership impact.

## Aims:

- Review application of learning.
- Describe Emotional Intelligence and its benefits.
- Consider how to further develop Emotional Intelligence.
- Discuss approaches for developing personal resilience.
- Discuss how leaders can encourage collaboration and contribution from others.
- Consider strategies for creating a psychologically safe environment.
- Develop knowledge of a thinking environment to encourage contribution.
- Recognise the importance and value of networking and identify and categorise your network.
- Plan application of learning to facilitate improved Emotional Intelligence, encourage thinking and develop an effective network.

## Result:

Well-connected leaders with a developed self and social awareness, able to shape a positive culture that drives autonomy and space for all employees to contribute to success.





## 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.”

# Module 3: Personal Impact

To truly begin to understand others and lead them well, leaders need to understand their own preferences and ways of working. It is critical they develop self-awareness and consciously take steps to help themselves and others to deliver solutions proactively and positively.

This module provides a range of useful tools and approaches to help leaders take accountability for managing their state and choosing helpful responses to issues to influence positive outcomes. Time spent exploring the Myers Briggs Type Indicator during this session also enables leaders to recognise the benefits in difference and to plan how to create value in relationships.

*This module comes with the suggested option of each delegate completing a personal MBTI diagnostic beforehand. Results will be shared during the module or during a one-to-one coaching session.*

## Aims:

- Review application of learning.
- Discuss Proactive mindsets & positive beliefs.
- Evaluate how to manage our level of control and influence.
- Help ourselves to choose effective responses.
- Gain a common understanding of the Myers Briggs Type Indicator.
- Self-select against the MBTI dichotomies.
- Consider MBTI Types in the context of team performance and relationships with key stakeholders.
- Plan application of learning to facilitate improved personal impact.

## Result:

Solutions-focused leaders who proactively deal with issues, recognise, and embrace the value of difference and know how to get the best out of people and relationships

# Module 4: Managing Performance

What key factors should Leaders consider when managing people's performance and how do they most effectively support people to achieve high-performance and continually develop.

This module deals with the benefits – and sometimes concerns – surrounding the practice of performance management. We explore mindset, process, and value great practice and, with the help of actors, visually display a range of example employee reviews.

Leaders will develop skills in objective setting, feedback and holding great performance discussions. Leaders will also be introduced to the skill of coaching conversations and plan how they will use this approach to support all team members.

## Aims:

- Review application of learning.
- Understand the principles and value of Performance Management.
- Know how to set effective performance objectives and short-term goals.
- Develop awareness of routes to measuring and monitoring performance.
- Choose preferred approaches from a toolkit of performance feedback techniques.
- Consider how to incorporate coaching to support with development.
- Discuss performance ratings and how to ensure objectivity and fairness.
- Plan application of learning to facilitate improved performance management.

## Result:

Leaders effectively managing the performance of people, driving delivery of organisational goals, and providing clear direction, support, feedback, challenge, and development.

**nec group**



## New leadership style To achieve a new business focus

“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**



“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.”

**Carol Moor, Director**

# Module 5: Developing Effective Teams

One of the trickiest parts of leading others is developing and maintaining a high performing team. This module helps leaders to explore what makes for an exceptional team and how to put development strategies into practice.

Participants will analyse current team working, learn about stages of team development and discuss helpful theory and tools. By the end of this module Leaders will be clear about the steps they can take to enhance how their teams perform, create added value – and enjoy working together.

## Aims:

- Review application of learning.
- Evaluate effectiveness of current team working.
- Establish a clear definition of Team and discuss the impact of hybrid working on team working.
- Define what makes a High Performing Team and analyse current team characteristics and behaviours.
- Discuss stages of Team Development and progress towards performance.
- Analyse team's current ways of working using a range of theory and tools.
- Plan application of learning to facilitate improved team effectiveness.

## Result:

Leaders who are focused on establishing high-performing teams by focussing on trust, connection, debate, and action orientation to deliver organisational success.



# Module 6: Inclusive Leadership

As organisations work harder to increase and embrace diversity, and nurture truly inclusive workplaces, the significance of Inclusive Leadership has never been more important.

This module creates space for leaders to evaluate current approaches to inclusivity, develop further understanding of how to enhance approaches to diversity and inclusion to ensure all colleagues have the opportunity to bring their best selves to work.

## Aims:

- Have questioned current levels of inclusivity.
- Understand the qualities of an Inclusive Leader, where your strengths lie, and identify areas for growth.
- Be confident to role model inclusive behaviours.
- Understand the business case for actively mainstreaming diversity and inclusion across the organisation.
- Understand what an inclusive environment looks like.
- Know the behaviours that support an inclusive environment.
- Be prepared to adopt a proactive role in promoting and encouraging diversity and inclusion.
- Commit to tangible actions to further diversity and inclusion best practice.

## Result:

Leaders are confident to role model inclusive behaviours and champion ongoing development of an inclusive culture that enables all people to contribute and thrive.



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## 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!)"

# 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



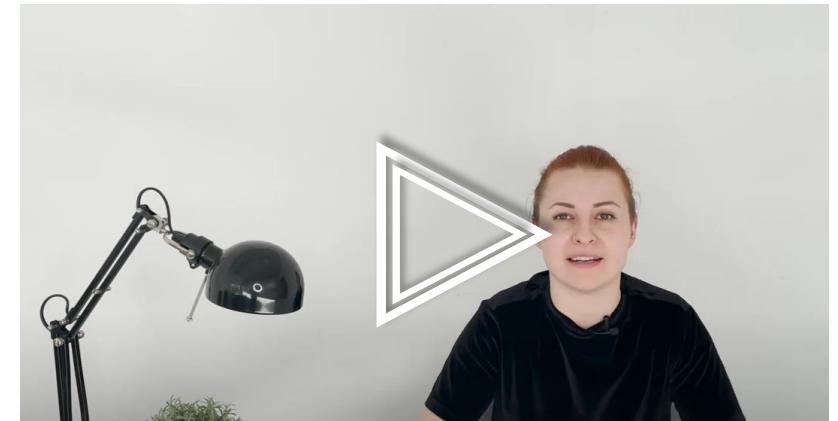
# Culture Diagnostic

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.

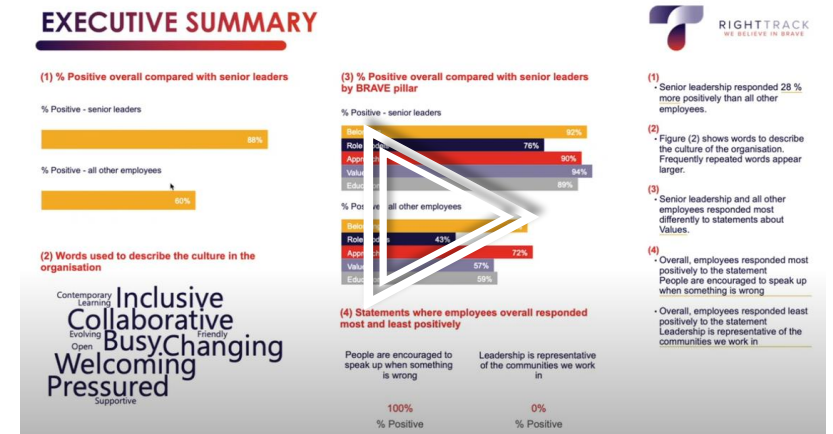
Data is collected anonymously to encourage engagement and honesty, and presented back to you in a comprehensive report that considers five aspects of your company 'ecosystem': Belonging, Role Models, Approach, Values and Education. We can also include additional analysis on how perceptions differ between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

# 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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