



LEADERSHIP SYMBIOSIS

Working together • **CREATING RESULTS**

Lead yourself – Lead others – Lead your business

A practical, results focused leadership programme

All businesses, large or small, need strong leaders to drive them through tough trading times and emerge stronger and more resilient.

Symbiosis brings 30 years experience in running highly **effective** and **practical** leadership development programmes to business owners and their staff. Currently, Business Link North West is providing funding for leadership development, you may be able to access this service to fund our programmes.

What's in it for you?

In just three months, your business could benefit from:

- The leadership capacity to deal with future challenges
- The ability to think through and implement business strategy
- The ability to implement change and keep people motivated

Individuals following the programme will gain:

- Greater awareness of leadership style and its impact on performance
- Clear goals to improve leadership style with 1:1 coaching
- Increased commitment and motivation to take action and apply leadership
- Greater self-awareness and more confidence in their leadership capabilities
- Direction and focus

Funding opportunities

Your business could benefit from Business Link North West support of up to £1,000 per individual and for up to 7 individuals per organisation (maximum of £7,000 per company) in organisations employing between 5 and 249 people, and 6 leaders in organisations employing 250 - 999 people.

The first £500 of approved cost is available free and a further £500 of funding is available on a 50% match funded basis for the direct cost of the training or personal development activity, linked to your organisation's objectives.

To find out if your business qualifies for this funding, go to www.businesslink.gov.uk/northwest for more information.

A unique programme for your business

Symbiosis coaches will meet you to discuss your training needs. Then we will work with you to design and deliver a leadership programme to help drive your business forward.

SYMBIOSIS

LEARNING AND DEVELOPMENT

Telephone: 00 44 (0)1539 721416

Email: mailus@symbiosisconsulting.co.uk

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Programme Outline

- A three-month programme including residential or on-site workshops supported by on-going coaching
- Reflection time on your leadership performance, to recognize your strengths and work towards further improvement
- Self-managed business focused projects to integrate your learning and achieve payback over the next 12 months
- Focused support and challenge from experienced coaches
- Develop a culture of performance-based leadership and a senior team working together across your business
- Create your own business development plan to maintain and demonstrate further progress
- Create a forum for sharing ideas and implementing improvements across your business
- Choice of focused learning modules to build your own unique programme

Example of Costs

Actual costs will be agreed with you and will be dependent on the identified training needs and the designed programme. As a guideline, a programme for up to 8 people with,

- A three-day residential business catalyst workshop with a balance of leadership concepts, personal reflection and goal setting, action learning projects (some of which could be outdoors) and business project design.
- Two separate business project review days or learning modules.
- Three one hour on-going coaching sessions with each participant by telephone

will cost £6,940 + VAT (potentially of which, approximately two thirds would be funded) + accommodation for module one and venue costs for modules two and three. Other modules can be added to create your own unique programme. (You might just take selected items from the programme above, or we can talk about other options.)

About Symbiosis

Symbiosis is managed by John Wright, who has over 30 years experience of designing and delivering Leadership and Management and business team development programmes. He is highly qualified and having run his own business since 1996 he understands your need to learn and to get results. His clients include a wide range of large and medium sized organizations in a variety of business sectors. He is based in Kendal and he has worked internationally in the USA, Japan, Thailand, the Middle East and Europe.

To find out more about this leadership programme, please contact:

John Wright on 07785 758040 or mailus@symbiosisconsulting.co.uk

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