

## **The Fast –Track Future Leaders Programme**

According to recent employer research amongst Britain's top companies, it is now harder to recruit graduates with the skills needed in today's workplace, than a decade ago...and this is despite the increasing numbers who obtain 2:1 degrees.

Among those skills lacking in many of today's graduates are soft skills such as communication, team work and demonstrating initiative. Yet graduates are often unaware of these shortcomings, suggesting some lack of the self-awareness necessary for outstanding leadership. The result is lower productivity and unnecessary false starts for young people in the workplace.

### ***The Programme***

This level 1 programme has been designed to help fulfil a number of employer needs that many academic qualifications are not adequately meeting.

The focus is on developing a strong sense of self and of the relationships between individuals and groups in an organisation. New skills are learnt through a combination of explanation and experiential learning techniques with the emphasis on doing, not just listening to theory. The programme is highly interactive in style and equips a future leader with a variety of soft and hard skills that relate directly to the working environment and which will enable improved performance.

### ***Benefits***

Employees

- are better equipped to deal with the corporate workplace
- have much better self-awareness and communication skills
- become more productive more quickly

Employers

- have access to more rounded employees able to recognise their own abilities, seek help where needed and take responsibility for their actions and behaviours

### ***Audience***

This programme is most suitable for new recruits who have typically been with an organisation for 3-12 months. Delegate numbers never exceed 20 and a minimum of 10 is required to run a programme.

### ***Outputs***

By the end of the 6- month programme delegates will have:

- a heightened self-awareness
- developed their communication skills including powerful listening and questioning techniques
- experienced a number of tools to assist them in decision-making
- a clear sense of what's important to them and how they contribute to the organisation's wellbeing and productivity at large
- received basic presentation skills training
- learnt how to create win: win outcomes in negotiation