



## Bodyshop Alliance Leadership Programme

You will develop the leadership skills that will enable you to run the business that you have always wanted.

You will learn how to generate the positive attitudes and behaviours in your staff that will improve morale and increase productivity as well as quality.

You will understand how to use your time more effectively, letting go of the things that others can handle and concentrating on the ideas to grow and improve the business.

### A Modular Leadership Programme

The following six, one day, modules will ideally combine to build a strong foundation for the leadership of any bodyshop business. Each module however is discrete and hence could be attended separately. We would ideally see a group of people who would complete the journey of all six modules together which would add a very strong experiential learning component.

- **Creating the Business YOU Want**

- **Outcomes:**

Articulate and clarify your vision for your body shop to include your own model of leadership and the consequential attitudes and behaviours of your people that will deliver the working environment you desire.

Identify the tactics that will ensure the evolution and maintenance of a great workplace so that your people align to your values

- **Content**

Design the dream

Evolve your style

Establish the culture

Inspire high performance

- **Impactful Communication**

- **Outcomes:**

Ensure your people understand and buy into your vision and ideas.

Make sure all conversations and interactions with and between your staff address the core issues and support high performance.

Develop the ability to embrace conflict to achieve constructive rather than destructive results.

- **Content**

Make your vision and expectations clear

Engage people on their terms

Getting to the real stuff

Dealing with conflict



- **Leading Smarter rather than Harder**
  - **Outcomes:**

Develop the skill to take control of your business rather than letting the business control you.  
Learn how to let your staff do more so you can build for the future and recover a sensible work life balance.
  - **Content**

Delegating with confidence  
Prioritising the right things as well as doing things right  
Making time your friend  
Letting decisions flow
  
- **Developing Your Stars**
  - **Outcomes:**

Know how to recognise your talented people and learn to trust them.  
Build confidence in others and help them to be as committed as you are.  
Understand how to lead very clever or driven people.
  - **Content**

Spotting talent  
Building confidence and resilience  
Cultivating brilliance  
Dealing with superstars
  
- **Building a High Performance Team**
  - **Outcomes:**

Ensure the right building blocks are in place to get your people working together.  
Discover how to make the whole greater than the sum of the parts.  
Recognise the journey needed to get any team performing.  
Understand how to lead diverse and sometimes dysfunctional characters
  - **Content**

Setting the foundations for a great team  
Understanding how teams learn and grow  
Coaching the team to deliver  
Letting the team do the work
  
- **Energising the System**
  - **Outcomes:**

Learn how to maintain an energised state and generate energy throughout the business.  
Appreciate how to encourage and harness the positive power of change.  
Use positive energy to drive motivation and high performance.
  - **Content**

Working in the positive performance zone  
Optimising energised states  
Removing energy drains  
Exciting change
  
- The final in-company session is one to one coaching to review and develop how the whole is working in reality in your business.  
(This day or part thereof can be purchased separately if you would like personal development coaching).