Developing Organisations - Improving Performance
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• Organisations need staff who can cope and respond flexibly to modernisation and change

• Organisations need to develop people who can take responsibility for quality and take timely action to make the improvements identified

• Organisations need an environment where people can behave like responsible adults
Frontline Experience

- High workloads, unrealistic deadlines, increased complexity
- Lack of control
- Poor working relationships leading to isolation
- Job security
- Organisational cultures
- Weak, ineffective or absent management/over management
- Lack of role/reporting clarity
- Lack of visible leadership
- Lack of information about significant change
The People Cost

According to a 2018 study

• We spend 22-25% of our lives at work

• 48% of British workers do little or nothing to relieve stress outside of work

• Av working week is 40.2 hrs

• 79% of UK workers would welcome stress busting activities in the workplace
The Business Cost

- Falling productivity
- Poor decision making
- Increased numbers of mistakes/complaints
- Increased sickness absence
- High Staff T.O
- Poor workforce relations
The ICCM Solution

• Leo is a powerful three day programme designed for leaders and managers in public sector and industry

• Internationally recognised, accredited and established for 15+ years

• Real world, principle centred programme based on mutual respect, dignity and empowerment

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HeartLedWellbeing
LEO offers you...

• Practical tools that anyone can learn and use in all areas their life
• A credible research base
• Membership of one of the largest leadership networks in the UK
• Train the trainer programmes
• Full support from experienced facilitators
Aims of the Programme

• Build upon existing internal capacity

• Develops leadership potential to be able to manage, implement and sustain long term change

• Builds participant confidence and awareness of self and others

• Improves decision making, communication skills and problem solving
Evidence of Success

• Major organisations in England and Ireland have evaluated LEO as part of an organisational development strategy e.g. L.A, CC, Frontline services, Retail sector, Military, SME’s

• ‘Significant impact on participant leadership skills’

• ‘We made a £66.5 K recurring saving by pursuing one teams’s ideas’

• ‘Enhanced flexibility, teamwork and confidence, improved leadership style to become more facilitative’

• Improved confidence to deal with issues causing stress’
Thank you for listening!

Feel free to contact me at annie@heartledwellbeing.com or tel 07789224676

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