

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



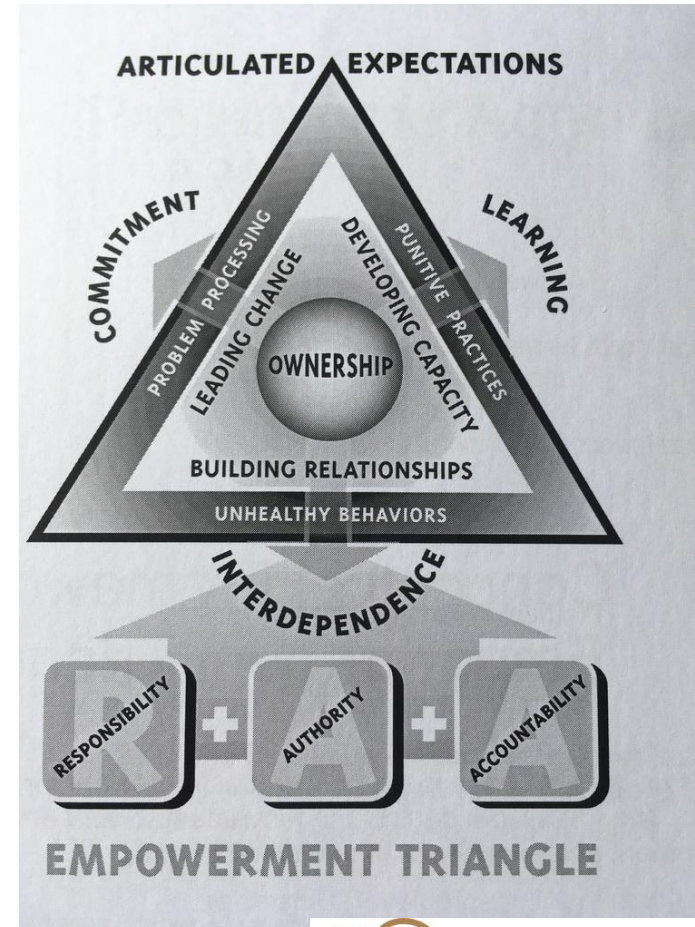
The Business Cost

- 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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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!

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