
DEVELOPING RESILIENT LEADERS

LEADERS ARE NOT BORN...



DEVELOPING RESILIENT LEADERS

...THEY ARE GROWN.

Peter Drucker

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LEADERSHIP DEVELOPMENT WITH BRATHAY

DEVELOPING RESILIENT LEADERS

At Brathay we develop leaders who are resilient and have the capability to engage and lead their organisations to deliver results. In an increasingly challenging and uncertain landscape organisations have a greater need for inspiring leadership.

Today's leaders must be equipped to lead in times of rapid change in a business environment where ambiguity is the norm.

We create leaders who can provide clear direction, make robust and ethical business decisions, engage their whole organisation, and remain authentic in their leadership style.

OUR APPROACH

Our approach creates leaders who can transform your organisation and deliver business success through inspiring others. We equip leaders with key leadership skills by promoting a three tiered strategy:

- **Thinking:** we develop an understanding of resilience, with the outlook, attitude and assumptions to generate positive thinking and behaviour.
- **Capacity:** we build impact through gaining knowledge, insights and support leaders to be clear about how they want to lead their business.
- **Action:** we enable leaders to identify what action is needed, how to build commitment to action and how to utilise business tools and approaches to ensure the actions deliver results.



THE DYNAMICS OF LEADERSHIP

Resilient leaders have high levels of self-awareness, emotional intelligence and the capacity to adapt their knowledge to successfully lead others.

Our leadership programmes explore key elements of self-awareness and leading others which underpin successful leadership.

SELF AWARENESS

Leadership impact - understanding the leadership shadow you cast.

Authenticity - identifying the kind of leader you want to be and aligning this to the decisions you make.

Resilience - understanding how to build your own resilience especially in times of continuous change.

Ethical decision making - exploring decision making frameworks and how to make decisions with integrity.

LEADING OTHERS

Strategic direction - creating clarity around vision, purpose and values and how these fuel the motivation for leadership.

Influencing - enhancing personal impact, communication style, employing influencing strategies and how to be flexible in your approach.

Leading change - exploring the impact of change, recognising how to leverage acceptance and commitment.

Resilience in others - understanding the importance of building resilience in others and how to create resilience in your organisation.

Leading high performance - developing and practising the skills of building high performance in others.

Business planning - using business planning tools to support leaders to create clarity, leading your organisation and creating engagement in the future direction.



DEVELOPING LEADERS THROUGHOUT THEIR CAREER

We work with leaders at all stages of their career to enhance their leadership impact.

Strategic Leaders and Board Directors - facing the challenge of setting future direction. We equip leaders with our business planning framework to deliver clear direction and business strategy.

Operational Leaders - facing the day to day challenges of getting the job done, delivering targets and engaging others in change. Our programmes include interactive, high energy problem solving techniques to engage others in change and increase performance.

Team Leaders - who often connect directly with large numbers of employees in their organisation. We develop team leaders with the skills and confidence to remain authentic in their leadership approach, understand the complexities of team dynamics and engage colleagues to deliver results.

Emerging Leaders - talented and high potential employees early in their careers. We create an environment to allow emerging leaders to develop a leadership mind-set, gain greater self-awareness, confidence and insight into their own capabilities to lead themselves and others.

HOW WE WORK WITH YOU

At Brathay we believe successful leadership development programmes begin by aligning leadership development with company values, ethos and strategy and an understanding of the type of leadership needed to execute that strategy.

We work in consultation with you to design bespoke programmes ensuring we fully understand your business context and the specific challenges you face. Our programmes clearly link practical application and current work challenges to embed behavioural change and demonstrate a return on investment.

Brathay programmes are delivered worldwide either at clients' premises, appointed venues or at our outstanding facilities on the Brathay estate; our headquarters overlooking Windermere in the Lake District National Park.

"The secret of change is to focus all of your energy not on fighting the old, but on building the new."

Socrates (469-399B.C.)

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