

ENGAGING LEADERS TRAINING OUTLINE 2018-2019



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INTRODUCTION TO ENGAGING LEADERS

Engaging leadership is not an innate skill, it is not about charisma or something just outside reach. It is about understanding how we as humans function and respond, what encourages us to move forward and what switches us off.

Our engaging leaders workshops, masterclasses and talks are aimed at leaders and managers eager to sharpen their understanding and develop existing capabilities; creating environments to support productivity, creativity, innovation and a real sense of wellbeing. Our training is underpinned by insights from neuroscience and designed to transform performance and deliver long-term behavioural change.

The topics outlined in this brochure can be delivered in a 60-minute lunchtime or after-work session, a half day seminar, a full day masterclass, or an online training module. We can also combine all or a tailored selection of modules into a full blended learning programme with measurements pre and post and ongoing support throughout.



Brain, body and business

Agility, adaptability and tolerance of ambiguity is increasingly valuable in a volatile, uncertain, complex and ambiguous (VUCA) business environment

Participating in this module will improve understanding of the link between brain and body health and better business performance by showing you:

- *The impact of brain networks on leadership capability and competencies*
- *The crucial role of social networks within organisations and the implications for leadership*
- *What the brain needs to function well in a rapidly changing environment*
- *Tools and language for on-going practical application*

"This was so useful, I realise I definitely don't spend enough time caring for myself and never thought about how that might impact everything I do!"

Delegate, Brain, body and business seminar



Mastering mindset

Mindset shapes how we see change. The mindset we bring, has a cascade effect in the brain, impacting how well we do our jobs, perform, think clearly and innovate.

Participating in this module will help you manage mindset to perform at your best during change by showing you:

- *The relationship between thinking and performance*
- *The impact of mindset on emotion and learning*
- *The relationship between mindset and persistence in the face of change*
- *Tools and language for on-going practical application*

"Fascinating insights into understanding behaviour"

Delegate, Mastering Mindset Seminar



Manage self and lead others

Self-management and self-awareness are critical to those wishing to lead in an environment of trust

Participating in this training will help you to better manage self and lead others by showing you:

- *The importance of self-awareness, emotional regulation and stress management in leaders*
- *Steps to improving levels of emotional intelligence for more engaging leadership*
- *The fundamentals of habit formation and what is required to change them*
- *Tools and language for on-going practical application*

"Finding out why behaviours I employ work and don't work – both at home and work – was fascinating!"

Delegate, Manage self and lead others workshop



Influencing energy flow

Business is driven and influenced by human energy, stimulated by both positive and negative emotion

The session will enhance your capability to stay resilient and channel positive energy during change by showing you:

- *Why creating a "burning platform" may be the first step to derailing a change initiative*
- *The neuroscience of motivation; how to engage and inspire others to perform at their best in a changing environment*
- *How improving your mindset allows for greater resilience and productivity*
- *Tools and language for on-going practical application*

"The idea of influencing organisational 'energy' during change is a fresh and useful one. I love Minerva's approach - it is so refreshing when someone just "tells it as it is."

Delegate, Influencing energy flow webinar



Engage leaders

Understanding the importance of insight, embodied communication and authenticity is the route to engaging leadership

Participating in this training will provide you with a greater capacity to engage and lead others by showing you;

- *How to develop communication techniques and practices to engage and inspire others*
- *The dangers and limitations of unconscious bias*
- *The critical role of trust, authenticity and consistency when seeking to successfully engage and motivate*
- *Tools and language for on-going practical application*

"One of the best, most engaging and informative sessions I've even been on"

Delegate, Engage leaders workshop



Evolve to Lead Programme

This blended learning programme combines all of the five core modules listed below with pre and post measurements and ongoing support. This programme is designed to equip leaders with the skills required to adapt, thrive, inspire and motivate in a changing environment.

- Brain, body and business
- Mastering mindset
- Manage self and lead others
- Influencing energy flow
- Engage leaders

"The programme was a big wake-up call I think we were guilty of taking the company vision for granted.

Now I continuously try and bring it into my meetings.

I check that my team understand why things are happening in a certain way and relate it back to the vision. I would say on the whole since the training there's been more openness and more communication within my team." Delegate, Evolve to Lead Programme



BESPOKE TRAINING SOLUTIONS

In addition to the modules and programmes detailed above, we also create bespoke training solutions for our clients. Below is a selection of conference seminars, workshops and masterclasses we've recently delivered for our clients to support their commitment to developing engaging leaders within their organisations.

Adaptive leadership for a VUCA world

Our volatile, uncertain, complex and ambiguous (VUCA) world demands greater resilience and agility from leaders:

- Leverage understanding of neuroscience and its application to adapting and responding to change
- Tools and practical frameworks support the development of skills and confidence to put the learning into practice



Tackling challenging conversations

This session enables participants to take a proactive approach to challenging conversations, it covers:

- What happens emotionally in self and others and how to manage for constructive dialogue
- How to prepare for and manage difficult conversations and how to make them safe



Understanding the brain and the power of calm leadership

As leaders our behaviour matters and is frequently reflected back, this workshop challenges participants to:

- Better manage emotion, attention and energy in order to model the behaviours you wish to see in others
- Strengthen knowledge around the science of motivation and how to engage and inspire those you lead



ABOUT MINERVA ENGAGEMENT

Minerva Engagement improves business and personal performance from the inside out. We are specialists in the areas of organisational change and engagement and we understand what it takes to improve business performance through the people that make the organisation. Effective leadership and the latest insights from the field of neuroscience sit at the centre of our delivery.

The Minerva Engagement team consists of specialists in change, engagement, communication and leadership development and is headed up by Deborah Hulme, a thought-leader and practitioner in employee engagement and behavioural change. Deborah is trained in NLP, neuroleadership and coaching and has over 20 years' experience shaping and delivering complex engagement programmes and supporting leadership development.

Some of the great organisations we're supporting through our training:



For more information on all of our training and services please contact jennie.flower@minervaengagement.com, 020 3285 7943 or 07951 581088