



### The programme

‘Achieve?’ is a leadership development programme set around a leadership coaching framework, specifically designed to achieve business excellence. It is ideal for key decision makers who are looking for a leading edge on their competition.

Without doubt, the only difference between high and low productivity, is the performance of the team responsible for it, and more importantly the way the team is led. This programme enhances the structures and skills needed to achieve and maintain high performing teams and workplaces.



### What Achieve does

The programme’s objectives are to:

- ◇ introduce the conditions needed to create and maintain a motivated workforce
- ◇ deliver clear and concise communication
- ◇ use team problem solving methods that focus on eliminating cause not symptoms
- ◇ create and deliver concise business goals
- ◇ create a sustainable continuous improvement culture
- ◇ deliver feedback that encourages team member skills and competence growth
- ◇ create high performing teams and individuals.

### Programme structure

#### Stage 1

Concentrates on the ‘as-is’ situation and consists of two components:

- ◇ ‘Leadership and management development’ analysis. Secure and confidential developmental feedback process that explores how a leader is performing in a range of leadership competencies.
- ◇ ‘Team maturity and culture’ analysis. All team members complete a secure and confidential online questionnaire to determine the level of effectiveness and current activity. Follow the link below to view a demo questionnaire. Complete this and receive a sample report based on the limited number of questions available.

[www.lumus.co.uk/reachanotherlevel/act/](http://www.lumus.co.uk/reachanotherlevel/act/)

#### Stage 2

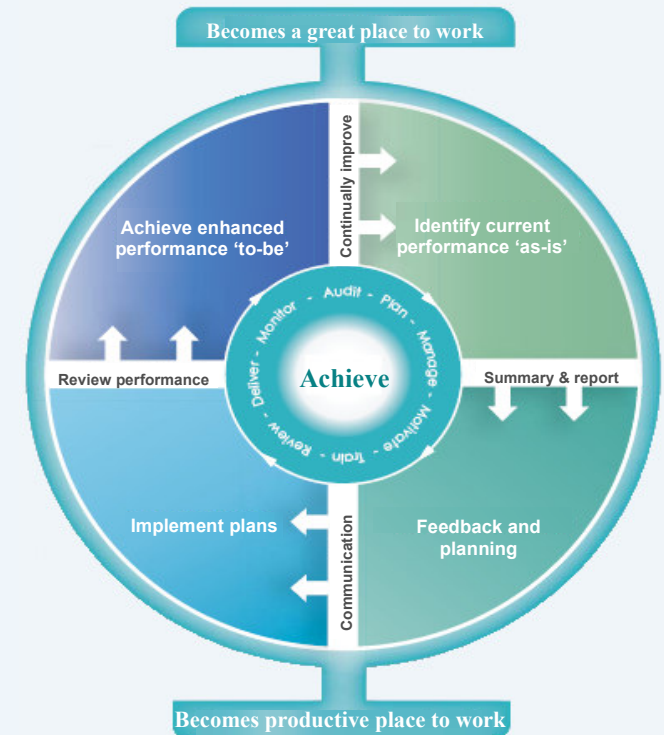
Feedback is provided using the questionnaire results. Feedback is set in a workplace context and explores how to get the best out of the leader and their team.

The final stage of this element concentrates on developing a ‘to-be’ performance improvement plan implemented during stage 3.

#### Stage 3

Implementation of agreed leadership, management and team development plans. We only remember 7% of information after 30 days, therefore this stage is crucial in reinforcing and developing key skills covered on the programme, as well as offering an excellent opportunity to create immediate measurable business success.

During this stage we provide coaching support to help achieve the required objectives and improve workplace performance.



#### Stage 4

Review progress towards the ‘to-be’ end state, reflection of learning gains and evolving a continuous improvement mindset.

**Venue** Participants premises or a location of their choice

**Dates** Delivery dates are flexible and scheduled to fit in with operational schedules and participants availability.