

LEADERSHIP AND ORGANISATIONAL GROWTH

Equipping you with the skills, understanding and insight you need to make the right decisions



DEVELOPMENT AND DIRECTION THROUGH DECISIONS



This fully accredited level nine, 10 credit programme delivered in partnership between Ingenium and TUS, equips you with the skills, understanding and insight you need to make the right decisions, to get you to where you want to be.

Whether you are a self-employed entrepreneur, managing a team or leading an organisation, you are focused on developing yourself and your organisation.

Through a unique combination of academic theory and real-world practice, this programme will equip you with a working toolkit designed to help you:

- Understand and improve your self-awareness as a leader,
- Positively influence those around you,
- Develop your organisation to embrace change and development.

OPTION 1

VIRTUAL DELIVERY

The Leadership and Organisational Growth programme consists of three core blocks tailored to accelerate your learning, regardless of where you are at in your personal and organisational growth.

Each core block contains three sub-modules and a guest speaker selected specifically to support these modules through their own practical and professional experience.

This will culminate in a graduation upon completion of the course.

3
blocks



24
hours



13
webinars



over
6
months



OPTION 2

IN-PERSON DELIVERY

The Leadership and Organisational Growth programme consists of three core blocks tailored to accelerate your learning, regardless of where you are at in your personal and organisational growth.

Each core block contains three sub-modules and a guest speaker selected specifically to support these modules through their own practical and professional experience.

This will culminate in a graduation upon completion of the course.

3
blocks



24
hours



3
in-person
full days



4
webinars



over
6
months



CLOUD CONNECT

Cloud Connect, Ingenium's Learning Management System (LMS), employs the latest technology solutions to facilitate the delivery of the programme through a virtual platform in an engaging, interactive and user friendly manner. Programs such as Zoom, Microsoft Teams, Mural, Scorm files and Menti work in tandem with facilitated self-surveys, presentations, comprehensive slide decks, online case studies, and academic papers to ensure the learner gets the most from their journey in a user friendly manner.

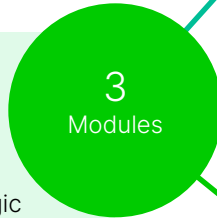


HOW DOES IT WORK?

Leadership and Organisational Growth is a transformational development programme, that addresses three key levels of personal and organisational growth delivered by highly experienced practitioners from the world of business, sport, psychology, public service, military and politics.

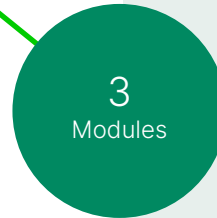
LEADING MY TEAM How you influence others

Whether it's your team, your strategic partners, your clients or business stakeholders, this programme is about learning how you can effectively shape the actions and decisions of others.



LEADING MYSELF How you operate

Growing your understanding of what motivates you, how and why you make decisions and how they are shaped by your experiences and context.



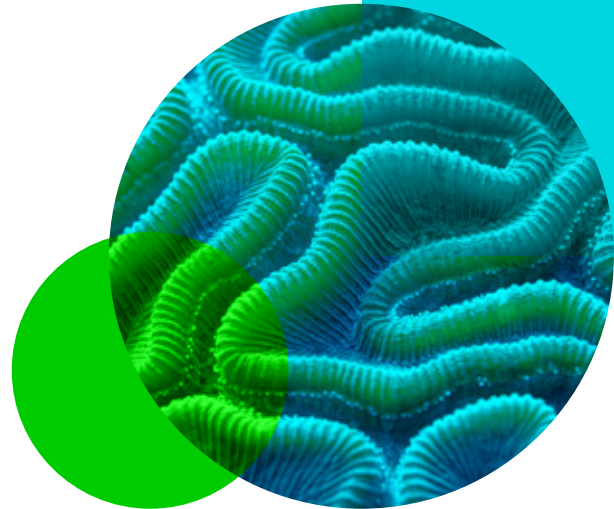
LEADING MY BUSINESS How you manage and lead your organisation

From the culture you promote and live, to how you plan and manage change.

HOW DOES IT WORK?

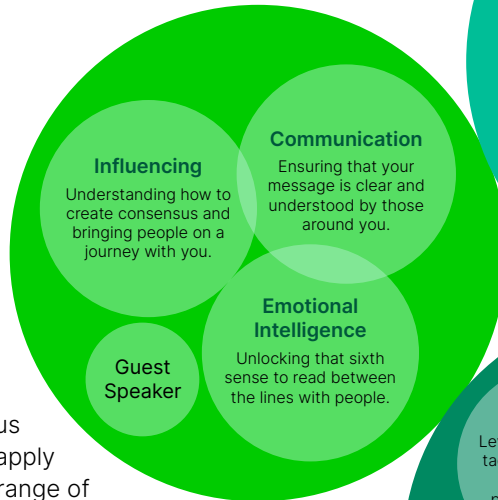
Participants will be immersed in an accelerated learning experience through a series of engagements, each one facilitated by an industry leader, focused on action learning, with participants working together in teams to develop solutions to case studies and exercises.

To complement each of the three blocks a guest speaker will share their insights and experience relevant to each of the core blocks within the programme.



PROGRAMME STRUCTURE

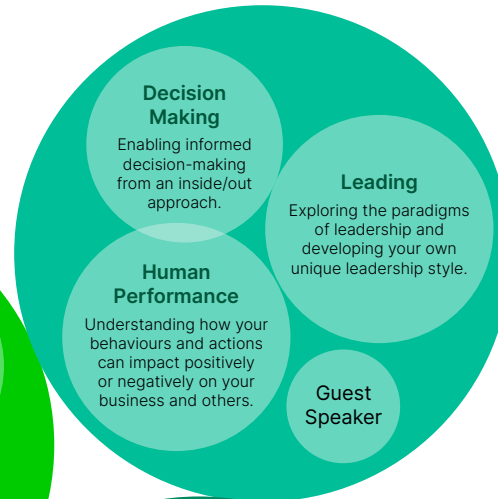
INFLUENCING STAKEHOLDERS



Each of the three blocks include numerous reflective exercises to apply the learning through a range of engaging case studies, as well as linking to your role and organisation.

To complement the programme, for those who want a more enhanced approach for their personal growth, we are delighted to provide tailored coaching through our Evolve coaching programme, delivered by experienced and qualified Ingenium coaches.

LEADING MYSELF



DEVELOPING MY ORGANISATION



WHAT OUR GUEST SPEAKERS SAY



“Understanding the difference between transformational and transactional leadership is critical for today’s leaders. Whilst both styles are necessary, there is a time and place for these often complementary, but sometimes conflicting styles. Through the StyleUs decision-making model, the Smart Choice program shows you how to enhance your impact as a leader using these different paradigms of leadership and apply them in the right situation.”

Jim Flood
Vice President Global
Projects
ExxonMobil



“To lead is to guide and build teams across organisations focusing on culture, diversity and innovative change. We have sent numerous leaders on the Smart Choice programme and watched them gain confidence and grow into skilled leaders applying the theory into practise in our Health Service. The programme allowed them to reflect and engage with peers, learn skills and understand the qualities of good leaders through the teachings of those who have extensive experience in the field. Now more than ever organisations need skilled champions of change and leadership. Smart Choice programme enables this transition.”

Colette Cowan
Group CEO
UL Hospitals Group



“In my political career I was attending events all the time, but the special events that stand out are the ones in which people have a sense of personal achievement because they have done something really different or really special. The participants in the Smart Choice training programme have worked extremely hard and when they get that cert, they can feel rightly proud of what they have achieved. It’s a badge of honour, a terrific distinction and a passport to enhanced opportunities. This is a great moment for them and their families.”

Mary Harney
Independent Director and Business
Adviser

WHAT OUR PARTICIPANTS SAY



"I found real value in attending this course. For me it was a wakeup call to change some of my ways, to take me out of a little routine I had got into in my brain, and challenge myself to adopt different behaviors. The positive changes this course has brought about have been noted by senior management at my organisation who remarked on the enhanced ways in which I deal with them. One of my clients has also sent people to this course and I would highly recommend it for any industry."

Patricia Byrne
Senior Relationship Manager,
Northern Trust



"For me it was a real personal journey over the twelve months, an opportunity to look inward while looking outward and upwards in terms of strategic thinking. I thought the year was excellent, I got a promotion during the year, I would put it down to serious learning that took place on this programme."

Aoife Duke
Director of Housing Development,
Limerick City & County Council



"I have a number of managers at different levels currently on the programme and a pipeline to follow. I did the course myself, I am sorry I didn't do it earlier. It has really helped me shape my business and my leadership style."

Dermot Scanlon
Chief Executive Officer,
Serosep



WHAT WILL YOU LEARN?

BLOCK 1 LEADING MYSELF

- Understand what kind of decision-maker you are and how to make better decisions.
- Explore how your pre-conceived ideas, experiences and context shape your dealings with others and form the basis for your own leadership style.
- Analyse how you can best adapt to influence or lead others more effectively.
- Gain understanding of how life's distractions can influence your every decision, and learn techniques to help you stay focused on the job at hand.

BLOCK 2 INFLUENCING STAKEHOLDERS

- Grow your knowledge of how you communicate and what impacts on your interactions with others – from tone of voice to body language.
- Learn how to influence those around you without the use of command or control techniques, how to bring people on the journey with you.
- Increase your emotional intelligence so that you are better 'tuned in' with understanding, empathy and appreciation of others.
- Practice effective conflict resolution and explore how to work with challenging personalities.

BLOCK 3 DEVELOPING YOUR ORGANISATION

- Know how to translate your strategy into a detailed transitional and tactical plan to deliver transformational change.
- Get to grips with the importance of transitional planning – bridging the gap between where you are now and where you want to be.
- Understand the culture of your business – how to build a positive culture and turn this into day-to-day behaviours.
- Know when you need to make changes and how to grow a healthy change mentality for yourself and your team.
- Learn the techniques you need to navigate resistance to change from others to ensure commitment and sustainable success.

LEADERSHIP AND ORGANISATIONAL GROWTH

For more information on how this Programme can benefit your team members and your organisation, contact us today.

Tel: +353 (0)61 385841

Email: info@ingeniumtc.com

www.ingeniumtc.com

