

Co-Creation programmes drive the successful development, transformation and empowerment of current and future leaders.



Transforming
Executive
Leadership
Development

2022/23

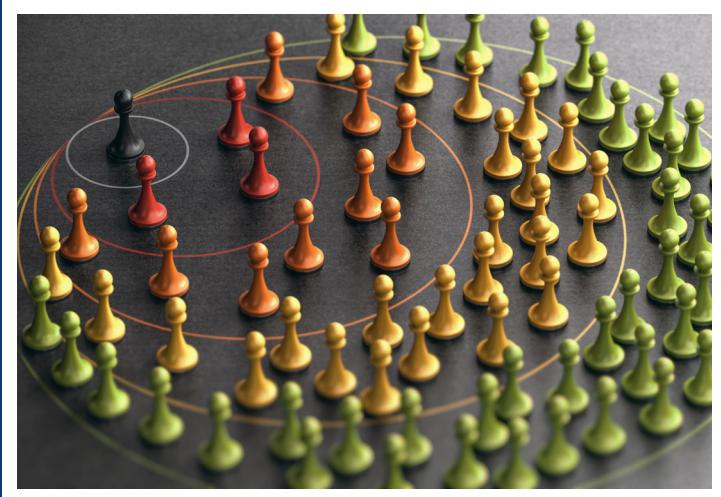
The Futurist Leader **Guide**

Co-Creation designs and delivers future-focused exec development programmes

These programmes focus on leaders' strengths, mindset and leadership behaviours that support organisational values, culture and strategic needs.

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| Why bother?

Educating the next generation of leaders is critical in our volatile, uncertain, complex, and ambiguous environment, and the leadership skills required now are different from those that helped us succeed in the past.



Harvard Business Review found that business schools and other traditional educators are not as adept at teaching the soft skills vital for success today, people don't always stay with the organisations that have paid for their training, and learners often cannot apply classroom lessons to their jobs.

The way forward is transforming leadership development by making it easy and affordable, delivering personalised, socialised, practical and trackable learning experiences.

The programme highlights the importance of a leader's mindset. According to decades of research, those with a growth mindset are better able to tackle challenges, take advantage of feedback, develop effective problem-solving strategies, provide developmental feedback, and persist in the pursuit of goals. We help leaders understand how their mindset can contribute to their leadership success.

During this programme, you'll share your respective learnings and experiences with your leadership team and peers. We can also work with organisations to create your own Internal Bespoke Programme.

| The Benefits

Highly personalised learning

Setting out your specific goals from the start of the programme, using reflective and action orientated learning activity, enabling you to customise topics as appropriate.

Flexible

You can choose the delivery approach and what works best for you.

Designed for maximum impact

Whether you choose the online or blended delivery option.

Future Focused Content

Designed with your future needs and wants in mind to address your rapidly changing world and the volatile, uncertain, complex, and ambiguous environments you operate in.

Leadership Mindset

Discover how to develop a leadership mindset that can genuinely make a positive impact in your organisation.

Developed and delivered by Experts

Our team of professional and accredited executive coaches and expert virtual learning specialists have collaborated to develop high quality learning solutions for you.

Access to our Learning Community

One of our future developments is to develop a collaborative learning platform for our programme alumni to keep in touch with the latest leadership thinking, share challenges and learn with each other. You will be invited to join as a priority member.



| Who is this for?

Our programme is designed for senior executives and managers aspiring for senior roles. Ideally you will have experience of managing a team.

This programme is ideal for those of you who are seeking to improve your leadership knowledge, skills and behaviours across a broad range of advanced and future-focused leadership aspects. It offers you challenging and rewarding experiences that will equip you with the advanced skills, knowledge and behaviours that you need to succeed in your senior roles and apply to your leadership practice.

Ultimately, this programme will help you to take your career to the next level by accelerating and maximising your learning through personalisation, enabling learning with others and applying the learning and mindset changes back in the workplace.



We are also able to offer a Co-Creation Leadership programme designed to suit your specific organisational culture, strategic priorities and learning needs. Please get in touch to discuss further.

Email: info@co-creation.group

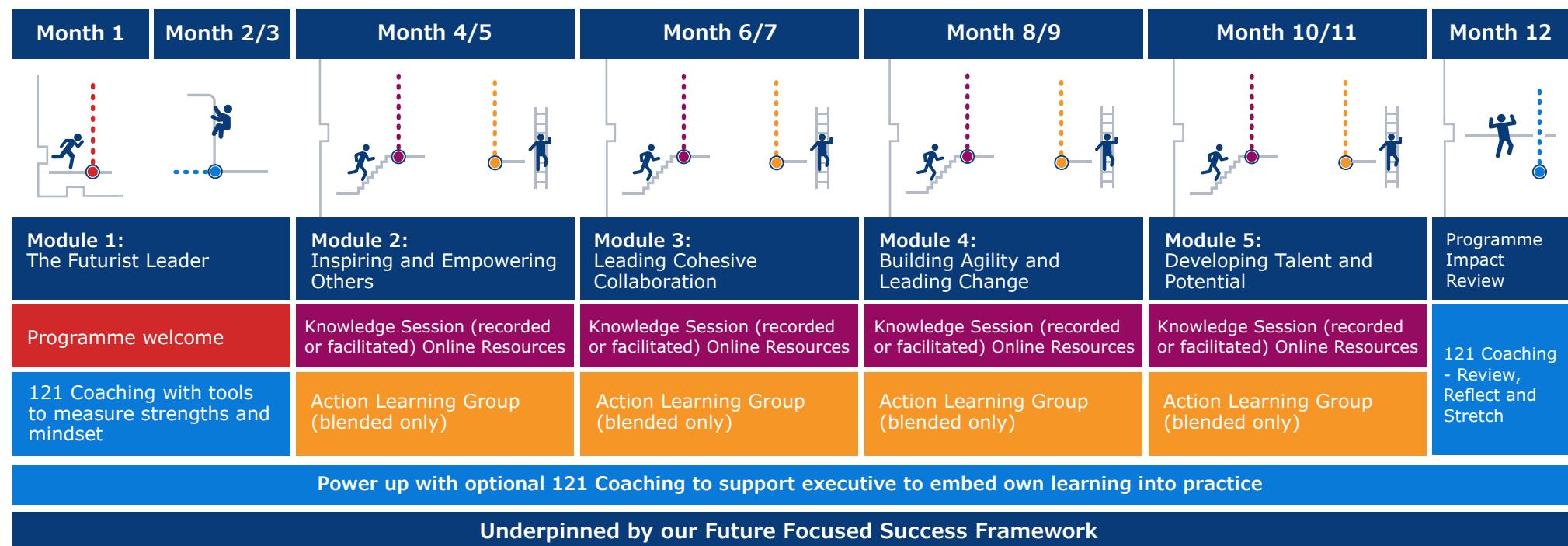
| Programme Overview



The programme comprises five core modules. Depending upon your delivery choice, there are also Knowledge Sessions and Action Learning Groups that help leaders explore the application of this knowledge within their own environment.

The model below gives an example of how you can incorporate the programme over time into your work activities and ensure you create opportunities to put this new found knowledge into practice. This is a fundamental part of our programme delivery, ensuring you move from knowledge acquisition to workplace application.

Your Futurist Leader Learning Journey



| Programme Overview



The programme is constructed around our Future-Focused Success Framework. We have considered the skills, knowledge and behaviour required to be a future focused leader and developed our programme of content around these aspects.

Future Focused Success Framework

MODULE 1 The Futurist Leader	MODULE 2 Inspiring and Empowering Others	MODULE 3 Leading Cohesive Collaboration	MODULE 4 Building Agility and Leading Change	MODULE 5 Developing Talent and Potential
(Deepening Self Awareness) <ul style="list-style-type: none">• Leading authentically• Own purpose and values• My core strengths• Building resilience• Emotional intelligence• Developing an agile mindset	(Vision & Engagement) <ul style="list-style-type: none">• Developing vision• Creating a culture of empowerment and learning• Uncovering purpose and values (others)• Identifying strengths (others)• Intrinsic motivation• Balance of challenge and support	(Inclusivity) <ul style="list-style-type: none">• The wider system• Diversity of thinking and unconscious bias• Building cohesive relationships• Building trust• Healthy challenge• Securing commitment• Developing accountability• Focusing on collective results	(Innovation & Creativity) <ul style="list-style-type: none">• VUCA & change readiness• Strategic direction• Competitive edge, innovation and continuous improvement• Sustainability and social impact• Creative problem solving	(Motivation) <ul style="list-style-type: none">• Talent planning - self and others• Leader as coach• Building a growth mindset• Working with strengths• Building resilience with others• Encouraging stretch performance

Developing future focus to deliver high performance, through facilitated or recorded knowledge sessions, supported by online Leadership Lab resources with facilitated action learning (should you choose the blended option) and optional 121 coaching support.

| Programme Delivery



This programme can be delivered purely online or as a blended approach (a mix of online modules and resources as well as facilitated virtual or in person learning).

Blended Learning Option

Module 1 is self-led with the option to supplement with psychometric profile/s and one-to-one Executive Coaching session/s.

The programme schedule for each of the subsequent modules 2-5 will be:

- Attend a facilitated virtual course or in person Knowledge Session (or listen to a recorded version) to build an awareness and overview of the module content
- Complete the Online Self Led Learning Lab content – a deep dive into the module content and application of the learning for you to reflect, practice and embed your learning
- Attend a facilitated online Action Learning Group – to bring the learning to life through real challenges

Online Learning Option

You can begin your learning when you wish to and follow your own personalised agenda and timescale.

Module 1 is fully Self-Led Learning Content and then for the subsequent modules 2-5 you will:

- Listen to a recorded Knowledge Session to get an introduction and overview of the module content.
- Complete the Online Self-Led Learning Lab content – a deep dive into the module content and application of the learning for you to reflect, practice and embed your learning

OR



BLENDED
DELIVERY



DIGITAL
DELIVERY



FACILITATED
1:2:1 AND GROUP

| Programme Structure



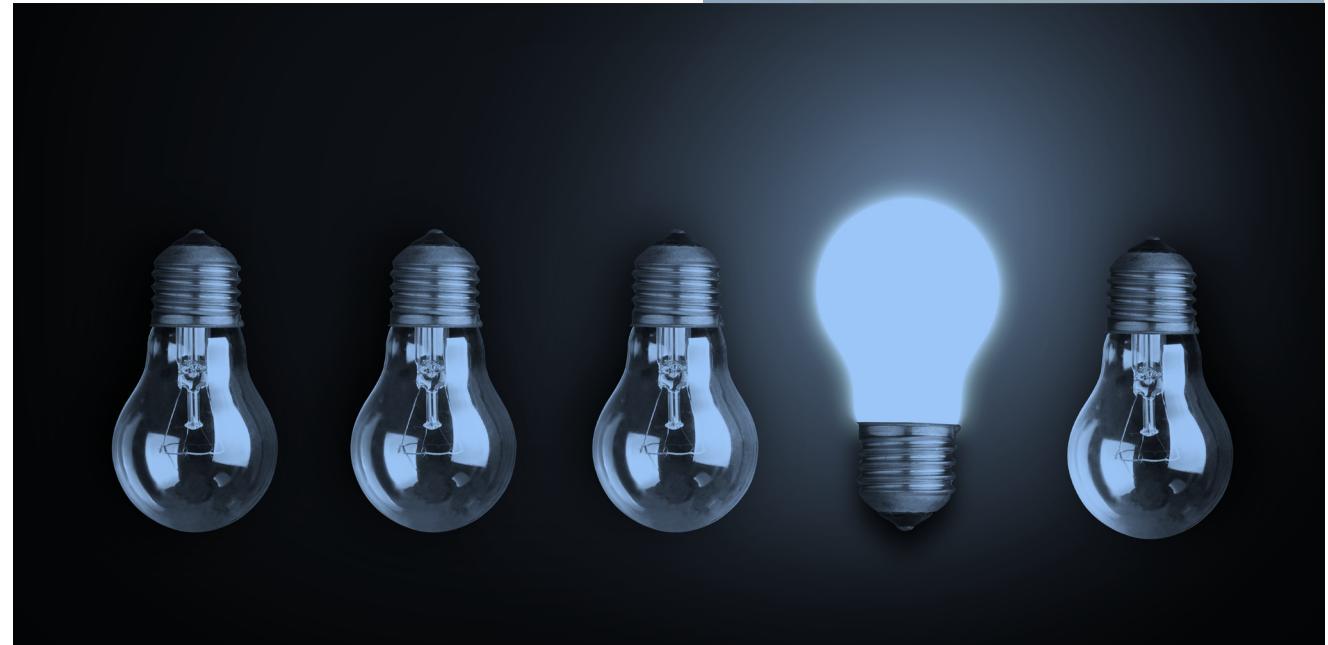
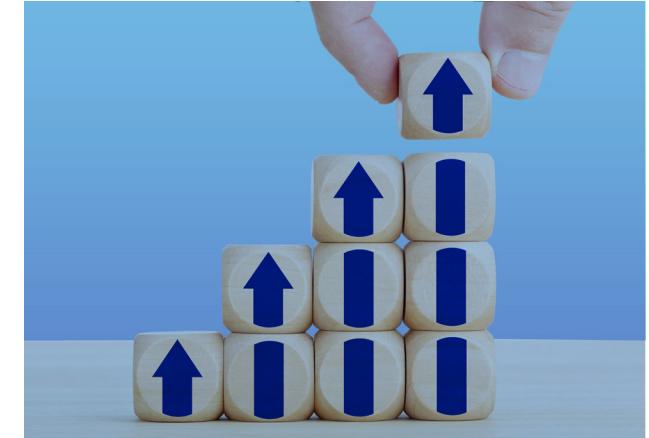
Our programme introduction 'The Futurist Leader' is an online module designed to enable you to deepen your self-awareness and identify your purpose as a leader.

This online module is supported by both a mindset and a strengths-based psychometric profile which are followed up with one-to-one coaching sessions with a professionally qualified executive coach to help you understand your own strengths, motivations and mindset – and how you use these insights to be the best leader you can be.

Modules 2-5 can be taken either as a blended or online option, the programme structure information outlines the content for each module.

Once you have completed modules 1-5 you can choose whether to further embed your learning by

engaging in a 121 coaching session to review, reflect, stretch and identify the impact of the programme and your on-going development needs.



| Programme Structure



Module 1 - The Futurist Leader



Deepening Self Awareness

- Leading Authentically
- Purpose & Values
- Strengths
- Resilience
- Emotional Intelligence
- Agile Mindset



Blended

Online Self Led Learning

Psychometric profiling and one to one Executive Coaching Session/s



Virtual

Online Self Led Learning

Outcome

To identify a number of development goals to work on through the programme

| Programme Structure



Module 2 - Inspiring and Empowering Others



Vision & Engagement

- Developing Vision
- Creating a Culture of Empowerment and Learning
- Emotional Intelligence
- Uncovering Purpose and Values for others
- Identifying Strengths for others
- Balancing Challenge & Support



Blended

Knowledge Session – Facilitated or Recorded

Online Self Led Learning

Action Learning Group



Virtual

Knowledge Session – Recorded

Online Self Led Learning

Outcome

Understand how to tap into your teams' motivations and optimise strengths-based working to power up performance.

| Programme Structure



Module 3 - Leading Cohesive Collaboration



Inclusive Leadership

- Leading in the Wider System
- Diversity of Thinking and Unconscious Bias
- Cohesive Relationships
- Building Trust
- Healthy Challenge
- Securing Commitment
- Developing Accountability
- Focusing on Collective Results



Blended

Knowledge Session – Facilitated or Recorded

Online Self Led Learning

Action Learning Group



Virtual

Knowledge Session – Recorded

Online Self Led Learning

Outcome

Build a culture of belonging, with deep levels of trust, so that all can contribute fully, communicating and influencing effectively to achieve collective outcomes.

| Programme Structure



Module 4 - Building Agility and Leading Change



Leading Innovation & Creativity

- Developing Change Readiness to Lead in VUCA
- Developing Strategy & Roadmaps
- Competitive Edge, Innovation and Continuous Improvement
- Sustainability and Social Impact
- Creative Problem Solving



Blended

Knowledge Session – Facilitated or Recorded

Online Self Led Learning

Action Learning Group



Virtual

Knowledge Session – Recorded

Online Self Led Learning

Outcome

Develop the individual and team mindset for strategy, innovation and creativity, focusing on business improvement.

| Programme Structure



Module 5 - Developing Talent and Potential



Development and Motivation

- Talent Planning - Self and Others
- Leader as Coach
- Building a Growth Mindset
- Working with Strengths
- Building Resilience
- Encouraging Stretch



Blended

Knowledge Session – Facilitated or Recorded

Online Self Led Learning

Action Learning Group



Virtual

Knowledge Session – Recorded

Online Self Led Learning

Outcome

Ensure maximum impact for the development and succession of your team, coaching your team to achieve their full potential.

Programme Impact Review

One-to-one Executive Coaching Session to review progress against development goals, identify further stretch goals and future development needs.

| Learning Outcomes

- ◎ **A deeper self-awareness** – being the best leader you can be, and by understanding yourself at a deeper level, enabling you to connect more effectively with others.
- ◎ **Inspiring and Empowering Others** – how to share vision and spark engagement, understanding how to tap into your teams' motivations and optimise strengths-based working to power up performance.
- ◎ **Leading Cohesive Collaboration** – how to build a culture of belonging, with deep levels of trust, so that all can contribute fully, communicating and influencing effectively to achieve collective outcomes.
- ◎ **Building Agility and Leading Change** – how to develop the individual and team mindset for strategy, innovation and creativity, focusing on business improvement.
- ◎ **Developing Talent and Potential** – how to ensure maximum impact for the development and succession of your team, coaching your team to achieve their full potential.
- ◎ **Leadership Mindset** – Once you better understand your own mindset, you can tailor your leadership behaviours to identify drivers and barriers to change, optimise team performance and develop a Leadership Mindset.



| Further Knowledge Resources

For clients who take our blended programme option, you can also supplement your programme learning with access to 2 additional resource pools. This access includes our Online Course Library which covers 'business essential' workplace topics with a library of over 100 courses as well as our Online Content Library, to challenge and extend your thinking with guides, resources and thought leadership papers.

Online Course Library

Focused online training courses covering topics such as Leadership & Management, Personal Development, Policy and Compliance, Cyber Security, Diversity and Inclusion, Customer Service, Marketing and Sales Skills.

Content Library

Expand your knowledge and thinking with a range of insightful videos, resources and guides created by experts in the field of leadership development.



| Why Choose Co-Creation?

Our innovative blended delivery approach is continuing to evolve, adapting to the changing needs of leaders, teams and organisations.

Both Co-Creation and eLearning Plus⁺ founders realised that leadership development needed to be brought up to date and focus on the real challenges that the leaders of today and tomorrow will face. We wanted a new type of programme exploiting the benefits of both facilitated and online learning. The solution was to combine the experienced skillsets across leadership development and digital learning from both Co-Creation and eLearning Plus⁺.

This partnership brings together the combined strengths and capabilities of both organisations with a fresh, innovative approach to leadership development. With a set of shared values, we truly believe that our combined expertise and capabilities will support Leaders, Teams, and



Organisations to deliver high-value results via a unique, industry-leading approach.

We work with you to create an effective partnership, working in collaboration to provide the solutions that will make a difference to you, your leadership teams, and your organisation. Get in touch to see how we help you transform your leadership talent.



Leadership Team

A leader's mindset is one of the single most important factors influencing their personal or professional success. Their thoughts have a direct impact on their behaviour and plays a critical role in how they cope with challenges. Co-Creation has recognised that impactful training around the building of this Mindset is what sets successful leaders apart.



Dave Harrison
Co-Creation Managing Director



<https://www.linkedin.com/in/davesharrison/>

Dave founded Co-Creation to create long-term partnerships that deliver real value. With over 20 years of business experience working with organisations building strong relationships. Dave believes focusing on strengths will drive individual, team and organisational performance.



Jo Clare
Futurist Leader Programme Director



<https://www.linkedin.com/in/joclare/>

Jo works with organisations to support the development and delivery of the people strategy delivering solutions that improve business performance. With a strong interest in authentic, strengths based leadership and positive psychology, Jo works with people and teams to achieve their full potential.



Terry Simmons
eLearning Plus⁺ Managing Director



<https://www.linkedin.com/in/terry-simmons/>

Terry aligns his experience of working across many different types of businesses from small to large, national and international and across a range of industries to support the many challenges around the creation and delivery of effective training for today's leaders.

Co-Creation programmes drive the successful development, transformation and empowerment of current and future leaders.



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Having gone through arguably the greatest disruption to both the workplace and the workforce that we have seen or are likely to see, it's more important than ever to ensure you have leaders who are fully prepared to help move your organisation forward quickly and appropriately.

Next Steps

To discuss how we can help you build your Leaders of the future, just send an email and we will get back in touch.



www.co-creation.group



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