



## Leadership Development

### The need:

As a company that understands the importance of identifying and developing future leaders for its continued success, Advanced Computer Software Group needed a programme that would 1. Identify areas for personal/professional development through the lens of emotional intelligence, 2. Accelerate the building of peer relationships for enhanced team-working, and 3. To develop knowledge, understanding and skill in leading self and others. With an established and effective internal training programme, Advanced also wanted something different whilst complimenting existing internal leadership and management training.

### The solution:

We designed and facilitated a two-day outdoor experiential leadership programme which was preceded by the administration and individual feedback of the EQ-I, emotional intelligence, tool. Having been benchmarked against a large leadership norm group and having identified areas for personal, leadership and emotional intelligence development, programme participants each led their peers through a problem-solving exercise which was followed by immediate coaching and feedback.

The programme also provided the opportunity to understand the behaviours needed for high performance team work and continuous improvement in the workplace.

### The outcome:

- A 92% agreement level that the programme met the stated outcomes
- A 92% agreement level that the programme met participant expectations
- A 95% commitment level to apply personal learning back in the workplace.

***“An excellent and productive two-day course that will have an immediate effect on you.”***



*“A worthwhile and well-structured experience with a variety of tasks and excellent opportunities to grow as an individual and as a group. It has certainly cemented our team bond!”*

*“I have learned a lot about how I behave when leading a task and areas I can improve.”*

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*“Had a fantastic time and enjoyed watching the development of the team as a whole, and as individuals. I would never have performed some of the tasks without their encouragement.”*

*“The programme has shown me that I can think differently. My approach to leading my team will have more structure and encompass more ideas from the team whilst not being so involved.*

*“I have learnt so much and will utilise a lots of the learning and resources.”*



*“The course has been excellent; was really looking forward to it and it didn't disappoint. Excellent communication and knowledge from facilitator and very useful tips to take away. Would recommend!”*



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