

The Leader Programme

Leading Recovery
to Regrowth



About the Programme



What is the Leader Programme?

The Invest NI Leader Programme is specifically designed to enable leaders to grow their business through the development of strong leadership competencies.

The programme offers you an opportunity to assess your business's performance, identify opportunities, overcome challenges and build capability. The Programme will help you identify where you are as a leader, where you want to be and how to unleash the growth potential of your business and your people.

Through a combination of structured peer networking events, specialist business mentoring and 1-2-1 leadership coaching, the Leader Programme provides challenge, support and learning for you in this volatile and rapidly changing business environment.

You will be exposed to some of the latest leadership thinking from experts and guest speakers during the networking sessions and will benefit from the advice of an experienced business mentor, to guide you with the development of a strategic growth plan. You will also benefit from engaging with a leadership coach, uncovering valuable insights to help develop your leadership capability and build supporting talent structures to support the delivery of your growth ambitions.

Who is the programme for? _____

The programme is aimed at the overall leader of an SME, the Managing Director, CEO or Owner-Manager who can demonstrate:

- ✓ A clear strategic need and willingness to change
- ✓ Commitment and time available
- ✓ Turnover ideally greater than £1 million
- ✓ A history of profitable trading
- ✓ An existing robust business model

The programme is open to companies that are currently customers of Invest NI.

Programme elements



Practical Business Mentoring

A pool of experienced entrepreneurs and business owners are available to support you through the programme towards the development of a strategic growth plan. The business mentor will provide a challenge function and work with you to develop an improved focus and strategic direction for your business. There will be up to 5 days / 37.5 hours of mentoring time available and you can select the mentor you feel most aligned to your needs.

Leadership Coaching

A panel of accredited executive coaches will help you to develop and enhance the impact of your leadership throughout the recovery and regrowth phase of your business. The coach will work with you in strengthening your leadership attributes to deliver on the growth aspirations for your company. There will be up to 3 days / 22.5 hours of coaching time available.

Networking and Peer Learning Sessions

Facilitated virtual networking sessions and smaller peer action learning sets will provide exposure to key topics and business experts relevant to the current climate along with shared experiences on leadership and emerging business issues. This learning contributes to both your individual and company growth activities, but also helps you build a supportive network of like-minded business peers. Typical sessions may include; Strategy, Leadership Dynamics, Developing High Performance, Sales, Employee Engagement, Corporate Governance, Communicating with Impact, Leading in a VUCA World, Team Dynamics.

Leader Programme 2020



Key questions for Leaders considering applying to The Leader Programme

- Are you the founder or driving force of the firm?
- Do you at times feel isolated in your role as the leader of the business?
- Has the COVID 19 situation presented significant business challenges that require a new leadership approach or different business direction?
- Has your company grown rapidly but you have not had time to focus on setting up the structures or processes to support growth?
- Do you spend too much time on operational activities when you should be focusing on setting the right strategic direction for your business?
- Do you need to build a more professional company structure in order to recover and regrow internationally?
- Do you need to redefine your leadership role in order to recover or regrow the company?

Common drivers for Leaders who have participated so far

- To develop their personal leadership capability and organisational culture to facilitate growth of the business.
- To develop talent, drive engagement and build performance of their teams.
- To build a professional business structure and robust processes to support growth.
- To develop a more ambitious plan to support future growth.

How will my business benefit?

- **Setting a strategic direction**

The Leader Programme will help you to think clearly about the leader you need to be and where you want your business to be in order to establish a clearer strategic direction.

- **Mentoring your growth**

The experience and expertise brought by a business mentor ensures key decisions are backed up with a real-life understanding of how to address issues within a business.

Their knowledge will help you feel more confident about your decision-making, how to build key development actions into a strategic plan and take your business forward.

- **Develop Leadership Capability in your business**

Leadership coaches and programme facilitators serve to challenge and develop key leadership skills/ knowledge and behaviours. They will help unleash your personal growth potential and build a strong culture to support the growth of your business.

- **Gain alternative perspectives**

Bringing in an external expert can provide a fresh and divergent outlook on opportunities and inefficiencies within the business. External experts are unaffected by culture and internal politics, they can provide impartial and unbiased advice.

- **Grow your network**

External experts (mentors, coaches and other participant MD's), have a considerable network of influential and skilled contacts, who they may be willing to share to support your business towards growth.

- **Sharing of ideas**

External expertise can facilitate the cross-fertilisation of ideas, particularly in terms of business strategy and planning.

- **Strategic Growth Plan**

During the Programme your business mentor and leadership coach, will support you to develop a Growth Plan for your business. This will incorporate the key development actions you have identified throughout the Programme to take your business forward.

What do our previous programme participants say?



Hear how The Leader Programme helped SFM Engineering grow their business.



Learn how Kaizen improved the strategy, direction and leadership of their business, with the support of The Leader Programme.

The logo for Kaizen print, with the word 'kaizen' in a bold, lowercase sans-serif font and 'print.' in a smaller, lowercase sans-serif font below it, with a small orange dot at the end of the word 'print.'

kaizen
print.

Programme Costs

- Up to 3 days / 22.5 hours leadership coaching (including MBTI diagnostic) with 49% support towards costs.
- Up to 5 days / 37.5 hours of business mentoring (including business diagnostic and support towards recovery/regrowth plan) with 49% support towards costs.
- Online networking and learning events with guest speakers supported at 100% of cost.
- Pay as you go approach, no upfront fee, you can tailor the hours required to suit your needs and budget and up to the maximum hours supported.

“ Being a tech entrepreneur and in the game 15 years, I almost thought I knew enough about leadership and its challenges, however this programme made me realise I was only scratching the surface. My company now has a stronger culture, better performing team, engaged management, increased productivity and more bottom line as a direct result of this programme. What is even more remarkable, is that all this has been achieved with vastly reduced stress levels and less pressures on both myself and the senior leadership team within the business.”

PAUL CREIGHTON, Advanced Electronic Solutions Global Ltd (UK)

“ When I started my journey on the Leadership Programme I was apprehensive about how it would benefit me personally. Having now completed the programme, I cannot emphasise or recommend enough the experience. From coaching and mentoring to key leadership skills, to focus on personal growth & development, I am assured that with new found confidence and enriched skills, I can take my business to the next level, and introduce an ambitious growth plan that will secure the future of our business. This coupled with the opportunity to build relationships with other business leaders has been extremely beneficial. I cannot recommend the programme enough.”

IAN McNIECE, Countryside Services Limited

Next Steps

If you are interested in finding out more or applying for the Leader Programme, please contact your Invest NI Client Executive or Catherine McGuigan, Programme Manager :

T: 07823 445947

E: catherine.mcguigan@investni.com