

# Stepping Up to Senior Management

2 Days NSM

## OVERVIEW

This thought-provoking programme, led by a senior Demos consultant, will enable a productive and progressive transition to strategic leadership.

During this intensive two-day programme, participants will analyse and deconstruct organisations and their personal working style to develop a fresh approach to leadership success. A senior leadership style diagnostic profile is used as one of the techniques to help construct a tailored leadership development plan during the course. This is coupled with group and individual feedback, challenging exercises and practical strategy tools that are ready to run in the workplace on their return.

## DESIGNED FOR

This course will benefit those new to senior management, or who wish to expand and consolidate their skills in a senior role.

## LEARNING OUTCOMES

By the end of this course participants will be able to:

- Define the differences between senior management and operational management.
- Adapt existing leadership skills into a more empowered and creative approach to leadership.
- Develop their ability to think in visionary terms.
- Understand the issues and dilemmas now facing organisations at a strategic level.
- Recognise the key principles of process management.
- Set objectives and manage performance in relation to the organisation as a whole.

## TOPICS COVERED

### Making the Change to Senior Management

- The challenges and opportunities facing new senior managers
- Taking the organisational perspective
- Changes in the business environment
- Your organisation and the business environment
- Your role in relation to your organisation's objectives as a whole
- Working with and understanding the power and influence of stakeholders
- Dealing with uncertainty and complexity

### Business Management

- Working and influencing across the organisation
- Long term business planning - taking a longer term perspective
- Developing a broader outlook - changing mindset

### Process Management

- Adapting and developing new skills to manage process changes
- How to transform business processes for sustained competitive advantage
- Understanding the fundamental differences between radical transformation and continuous improvement
- The key principles and concepts of process transformation

### Performance Management

- A strategic view of performance management
- Managing performance and setting objectives in relation to the organisation as a whole

### People Management

- Managing other managers: the new skills this role demands
- Adapting existing leadership skills into a more empowered and creative approach to leadership
- Creating an effective people management strategy
- Directing versus managing people
- Acquiring or refreshing your coaching skills to bring out the best in others



## EXTRA NOTES

*Further Development:  
An Introduction to Strategy (ISM1)*

*An equivalent course is available in Arabic. Please call us for details.*