

Leading & Developing High Performance

At Good Day Yellow we are proud to present a distinctly different and robust leadership programme. It is supported with a published paperback book and set of questionnaires to help fine-tune your approach to leadership. We passionately believe in its underlying ethos of **High Challenge** and **High Support**, which is the crucial guiding principle shared by the country's highest performing leaders.

"It helps leaders to lead with strength and dignity, passion and compassion"

Ali Stewart

Leading & Developing High Performance



This powerful programme

- takes managers on a clear path from transactional to transformational leadership
- is aimed at new leaders who need a track to run on, middle managers who may have got stuck in a rut, and experienced leaders who need to refresh or sharpen their skills
- is underpinned with comprehensive materials and assessment questionnaires which can also be used for 360° analysis:
 - *Underlying Beliefs*, a fundamental questionnaire to establish leadership values
 - *Process Skills* to define the skills or competencies currently being used and identify areas for development
 - supported by the *Leading & Developing High Performance* book by Dr Derek S Biddle

"The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it."

Theodore Roosevelt

Leading & Developing High Performance has been tested and validated with hundreds of managers across the UK. Organisations involved in the original research include Foreign & Commonwealth Office, Severn Trent Water, Friends Provident, Gillette, Vodafone – also small boat building companies, national timber suppliers, global chromium manufacturers, financial institutions. A key finding from the research was that irrespective of the type of organisation or size, the highest performing leaders were remarkably similar and consistent in what they did. The programme includes skills not often taught, but essential for the move to truly transformational leadership.

The **Leading & Developing High Performance** book underpins the programme, and the supporting unique suite of questionnaires helps to identify individual and team strengths and create precisely tailored development plans. For more detailed information, go to:

www.leadinganddevelopinghighperformance.com



Why do organisations want it?

- To develop leadership capability, support succession planning, and effect culture change
- To enable leaders and aspiring leaders to:
 - assess and build on their current skills, and develop new ones
 - give feedback powerfully and well to ensure continuous improvement
 - correctly identify performance issues and improve their situational consistency
- To build commitment and passion through a shared ethos and approach to leadership

When would they need it?

- To strengthen leadership skills and develop transformational leadership qualities
- As a training needs analysis tool to clarify current culture and style and drive performance improvement
- During change, transition and mergers to ensure consistency, strength and dignity
- When training with a difference is demanded, tapping into skills not normally taught
- To gain clarity - managers relate to the programme at an intuitive level because, very simply, it makes sense

“Time is neutral and does not change things. With courage and initiative, leaders change things.”

Jesse Jackson

About the author ... Dr Derek S Biddle



Derek is a Chartered Occupational Psychologist and HR Professional with many years practical experience at a senior level within major organisations. His experience also includes being Assistant Director of Studies at Roffey Park Management College.

Derek founded Stratagem Human Resources in 1992 which works with many significant organisations across a range of industries. The approaches described in this book have been thoroughly refined, tried and tested in many of these organisations with major success. Derek has written widely, including publishing a number of books on best HR practice. He was also a Visiting Fellow for Southampton University MBA programme, lecturing on Change Management.

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Ali Stewart has been in the personal development business for many years and is now the director of her own company, providing accreditations in Leading and Developing High Performance, NLP training and Insights Personal Development Programmes. For more information, see www.leadinganddevelopinghighperformance.com

