

# Leadership Essentials

## Programme Overview

### Summary

Any of these questions familiar?

- How do I move from one of the team to the team leader/ supervisor?
- How do I deal with difficult behaviour and conflict?
- How do I approach an individual who is not performing well?
- How do I communicate more effectively with my team and stakeholders?
- How do I translate the Network Rail behaviours to my team's day to day role?
- How do I balance the needs of individuals and the needs of the organisation?

If yes... then the new Leadership Essentials programme is for you!

This fully revised programme will take you on a journey to explore and apply the core leadership skills required to support, motivate and impact others positively.

You will develop your self- awareness and confidence with practical opportunities to practice and gain helpful feedback, in a safe and supportive environment, with other learners new to leadership from across the business.

### Style and Approach

Highly practical experiential learning sessions with a modern approach to learning which is professional and engaging.

### Programme Structure

6 days - split over 5 modules  
This is a blended programme - with a mixture of virtual and face to face modules

### Audience

This course is specifically designed for those new to, or working towards a leadership or supervisory role in any part of the business.

### Group size

16 Participants

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## Pre-Work

Once you are registered on the programme you will be provided with a link to complete a strengths-based questionnaire in preparation for Module 1.

## Programme Topics and Outcomes

### Module 1 Leadership in Network Rail - 1 Day Virtual

- Establish what NR expects from you in the leadership role
- Identify behaviours that support you in the leadership role
- Validate your value, influence and impact
- Explore what's involved in transitioning to a leadership role
- Recognise your individual strengths

### Module 2 Effective Communication - 1 Day Virtual

- Understand the impact of how you communicate in the leadership role
- Identify how to approach a range of different situations in the Team Leader role
- Demonstrate a coachlike approach to conversations using the Conversation Cycle
- Recognise different communication styles and adapt your approach to build understanding and rapport

### Module 3 Team Dynamics - 1 Day Virtual

- Define the stages of team development
- Identify how to delegate
- Consider what support individuals need to build a high performing team
- Demonstrate impactful feedback
- Establish how to be an inclusive leader

### Module 4 Keeping on Track - 2 days face to face

- Define what drives behaviour
- Recognise elements of SCARF to help motivate others
- Identify approaches to handling conflict and difficult behaviour
- Apply the FORCES model to help solve problems
- Apply SWOT to help plan your approach to a high performing workplace

### Module 5 Practical Application Workshop - 1 Day Virtual

- Participate and practice holding difficult conversations in environment of trust and support
- Take accountability for delivering workplace actions, give and receive helpful feedback
- Develop a personal action plan to take back to the workplace.

How to Apply:

You can self-nominate via Oracle.