

# Leading from the Front

## Programme Overview

### Summary

Leading from the Front is an immersive learning experience for frontline team leaders and supervisors. The programme provides a foundation of essential knowledge and skills that team leaders and supervisors need to perform their role, giving consideration to challenges they face. The programme supports understanding what good leadership looks, feels and sounds like, including topics on leading and getting the best from others, communication, feedback and influence.

The programme aims to connect team leaders and supervisors with Network Rail's wider vision, purpose & values and the GBR direction - particularly valuable and relevant for those colleagues who are stepping into a leadership role for the first time.

Coming offsite enhances participants ability to learn from each and share experiences with their fellow colleagues.

### Style and Approach

A practical (not theoretical) approach to leadership skills and capability at the frontline.

### Programme Structure

5 days - split over 3 modules  
Face to face

### Audience

Frontline team leaders and supervisors.

### Group size

16 Participants

# Programme Overview

## Programme Topics

Digital introduction

Module 1 - 2 Days

- Leading by Example
- Leading Team Tasks
- Building Positive Team Relationships
- Team Motivation
- Leadership Styles

Module 2 - 2 Days

- Communication Skills
- One-on-one Conversations
- Team Communication
- Influencing Others
- Difficult Conversations

Simulation Event – Application - 1 Day

- A series of challenging application exercises which enable participants to put into practice the array of knowledge and skills gained.

## Outcomes

By the end of the programme team leaders and supervisors will be able to:

- Demonstrate a range of core tools and techniques to make them inspiring frontline leaders able to influence those around them.
- Understand what 'good' looks like, enabling them to role model attitudes and behaviours that promote Network Rail values and set the standard for the team to follow.
- Lead the team in a way that influences, inspires and motivates them to deliver results.
- Communicate with confidence in various settings including team briefings, meetings with their manager and one-on-one conversations.
- Step up to the challenge of tackling difficult team members and conversations.
- Recognise the behaviours that generate motivation, trust and engagement in others to create a positive working environment for their team.
- Increase own self-esteem and belief through discovering their unique talents and skills and why these are important to their team/organisation.
- Improve sense of connectedness to Network Rail with a greater awareness of the vision, purpose & values.

How to Apply:

You can self-nominate via Oracle.