

# Route Services Strategic Leadership Experience

## Programme Overview

### Summary

As in all organisations, leaders in Network Rail face ambiguity, changes of focus or priorities and local or political uncertainty. Throughout these challenges they need to be able to communicate their purpose and drive their various projects to fruition whilst inspiring and empowering their teams.

Aimed at very experienced band 2 leaders who have been identified as high potential, the programme uses an experiential approach to provide deep reflection, stretch and challenge to enable very senior leaders to enhance their leadership skills. Each module provides highly practical tools and a business project allows delegates to test and apply learning in readiness for application back in the workplace. In addition, delegates will receive feedback from a diagnostic profiling tool as well as 1:1 coaching sessions. The programme ends with a dragon's den style project presentation event attended by senior executives.

### Style and Approach

Highly practical experiential learning sessions with a modern approach to learning which is professional and engaging. The learning is embedded through the delivery and presentation of a strategic business project.

### Programme Structure

Nine days – including a Launch, 3 Modules and Presentation Event

### Audience

Very experienced band 2 leaders from Route Services who have been identified as high potential to progress to Executive level.

### Group size

20 Participants

# Programme Overview

## Programme Topics

- Leadership models and application
- Emotional Intelligence
- Agile Leadership
- VUCA
- Leadership legacy
- High quality conversations
- Perception, bias and filters
- Neuroscience impact on motivation
- Understanding other's needs, motivations and behaviours
- Engaging presentations
- Key note speaking
- Appreciative feedback

## Outcomes

- Learn how to quickly generate and test ideas
- Create powerful yet succinct written communications
- Confidently present business ideas and project plans and respond to challenges with resilience
- Turn excellent ideas into excellent products.
- Flex communication style to influence various audiences
- Understand their own leadership style and how they are perceived by others
- Learn how a change in attitude affects a change in impact
- Explore the role of improved emotional intelligence in communication
- Align leadership strategies and capabilities with customer requirements
- Apply new skills and knowledge to the completion of a business project

How to Apply:  
Contact your Route Services HRBP