

Values-based Leadership

LEADERSHIP
DEVELOPMENT
part of our PROGRAMME



About the programme

Are your team members pulling in different directions?
Do you find yourself compromising on values to meet targets?

Learn how to align your team's day-to-day actions with your organisation's core values without sacrificing performance. In this transformative course, you'll master the art of leading with purpose and integrity. Through exploring diverse leadership styles and coaching approaches, you'll develop the skills to inspire your team, drive engagement, and boost performance—all while staying true to your organisational ethos.

Key takeaways

After completing this course, you will be able to:

- **Identify and apply effective leadership styles** that create engaging, values-driven environments in your organisation.
- **Implement values-based leadership practices** to better align your team's behaviours with organisational values, improving engagement and performance.
- **Recognise your own and your team members' individual motivators**, and use them to boost performance
- Use **practical strategies to increase engagement** among your team and stakeholders
- **Assess and refine your leadership approach** to cultivate a high-performing, people-centred culture within your organisation.
- **Create and execute a personalised leadership development plan**, with clear priorities and actionable steps for your growth as a leader.

Agenda

Module 1 – Evaluating Leadership Styles
Situational, Transactional, Transformational, Laissez-Faire, Ethical, Servant Leadership styles

Module 2 – Values-Based Leadership
Identifying Values, Leading by Values (Self, Others, Organisation) Case Study

Module 3 – Aligning Values and Behaviours
McGregor's Theory X and Theory Y, Competing Values Framework, Creating Alignment

Module 4 – Maximising Employee & Team Engagement
Self-Determination Theory, Herzberg's Two Factor Theory, Engagement Strategies

Module 5 – Developing an Integrated Model of Leadership
7 C's of a Transformational Culture, Interactive Ex Creating an Integrated Model of Leadership

Module 6 – Building a Leadership Action Plan
Practical Examples + Application of Learning

Note: This schedule is indicative and is subject to adjustments based on participant needs, feedback, and our dedication to continuous improvement. Top of Form Agendas will be interspersed with breaks for refreshments and lunch.

Methodology

At TCM, we specialise in crafting bespoke ENGAGE LEADERSHIP programmes tailored to your organisation's needs. Our approach includes a thorough Learning Needs Analysis (LNA) using our 5D Methodology™: Discover, Diagnose, Dream, Design, and Deploy.

In addition, our leadership programmes draw on sound theories and models such as emotional intelligence, positive psychology, coaching, appreciative inquiry, transactional analysis, and principled negotiation.



- **Transformational Leadership:** The programme integrates transformational leadership principles, fostering inspiration, innovation, and a shared vision among participants.
- **Servant Leadership:** Emphasising a non-hierarchical approach, servant leadership prioritises well-being and development.



"Great interactive & engaging training with valuable opportunities to exchange ideas with other delegates, as well as helpful materials for further reflection and development."

- Jana Witt from Cystic Fibrosis



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What happens next

- Explore the 13 other modules in our [Leadership Development Programme](https://engageleadership.com) at engageleadership.com
- Get in touch with our Customer Success Manager, **Aditi Sigar** at aditi.sigar@thetcmgroup.com and start planning your leadership journey