



Transition
CREATING LEADERS FOR LIFE

Multi-Site Leaders Programme 2022

Module 1

Transforming from General Manager to Multi-Site Leader

Wed 30 – Thu 31, March
36 Hours overnight @ Middle Aston



Day 1 Wed 30 March

10.00 - Registration

10.30 - Introductions

- ◆ Introduction to the 4 impact sessions & their purpose. The ways of learning
- ◆ What is the role of an area manager?
- ◆ Managing 'Self' – Changing the mindset - How to change perspective & develop new behaviours
- ◆ 'Value' to the business. The 'Part' you play – Leaders & individuals / teams need to understand their value to the business
- ◆ Creating credibility in the Role – Resilience / lose the old, embracing the new

13.00 - Lunch

14.00 - Afternoon Programme

- ◆ Influence – Creation & completion of purpose
- ◆ Achieving your goals through others recognition
- ◆ A strategic approach – Clarity of vision
- ◆ Memory messaging – Ensuring your message sticks!

18.00 - Fireside Chat

19.30 - Dinner



Day 2 Thu 31 March

07.30 - Breakfast

09.00 - Morning Programme

- ◆ What are the key points of difference?
- ◆ Multi-site management – Key elements
- ◆ Time management – Prioritisation & task management - *Guest delivery*
- ◆ Don't mistake just ticking the boxes for work – meaningful actions
- ◆ Dealing with multiple Inputs & outputs

12.30 - Lunch

13.00 - Afternoon Programme

- ◆ Being present – Understanding the benefits of attending to the now and the following actions.
- ◆ Project creation – using the content of MSLP 1 select a focus project to be worked on ready for MSLP 2
- ◆ Peer group communication mechanics

15.00 - Depart



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Module 2

Watts Leadership?

Mon 18 - Tue 19, April*
72 Hours overnight @ Middle Aston



Day 1 Mon 18 April

10.30 - Registration

11.00 - Morning Programme

- ◆ Project focus work - Group feedback
- ◆ The 'Leading Role' - Manager or leader, what's the difference
- ◆ The shadow of a leader - The different management styles
- ◆ Thriving - Not just surviving / humility helps
- ◆ It's a two-way deal - What do you want from your managers
- ◆ The emotional balance scales - The 'Key Elements' that create the balance between leaders & individuals (teams)
- ◆ Trust & empathy - The trust bucket & the wheels of empathy
- ◆ Behaviour & communication - Two-way mirror & the circuit maker or breaker

18.00 - Fireside Chat

19.30 - Dinner



Day 2 Tue 19 April

07.30 - Breakfast

09.00 - Morning Programme

- ◆ Investing in the Individual & purpose - Circle of investment / developing / reducing staff churn levels
- ◆ The true 'value' of creating a 'culture'
- ◆ Great teams have great leaders - Understanding 'Team Dynamics'
- ◆ Purpose & engagement through vision - *Guest delivery*
- ◆ Optimising performance through motivation - feelings overpower thought
- ◆ Working towards the vision via the agreed objectives
- ◆ Leading under pressure!
- ◆ Project focus work - ready for MSLP 3



Transition equips the best GMs make the transfer to multi-site leader a successful one. Promoting team skills, providing structure and instilling confidence.

Module 3

Wired for Communication

Tue 19 - Wed 20, April*
72 Hours overnight @ Middle Aston

*Modules run sequentially



Day 2

Tue 19 April

- ◆ Project focus work – Group feedback
- ◆ Communication is a circuit that has to be treated with respect
- ◆ Communication makes or breaks a relationship
The 'Earthing Wire' – Respect & listen
- ◆ Managing expectations – Up & down / confident when saying no!
- ◆ Resisting overload – Managing the potential overload situations – *Guest delivery*
- ◆ Sender satisfier or recipient considerate? - How to communicate, written (e-mail / text / whatsapp)
- ◆ Influencing via communication – Tell / sell, positive / negative
- ◆ How to deliver feedback effectively
- ◆ Look for success – Recognition is so powerful and costs nothing

18.00 - Fireside Chat

19.30 - Dinner



Day 3

Wed 20 April

07.30 - Breakfast

09.00 - Morning Programme

- ◆ Communication – A two-way process that can make or break a team, engage / listen / tone
- ◆ What are the best methods of communication for multi-unit management – multi levels
- ◆ Asking for help – Humility, a great asset when managing people
- ◆ Networking – Creating empathy
- ◆ Presenting You – audience, preparation & structure, knowledge & confidence
- ◆ Project focus work – ready for MSLP 4

16.00 - Depart

Module 4

Charged & Ready

Tue 24 – Wed 25 May

36 Hours overnight @ Middle Aston

Day 1 Tue 24 May

10.00 - Registration

10.30 - Morning Programme

- ◆ Project focus work – Group feedback
- ◆ Change is a constant – Perception of what & when it should happen
- ◆ Change – Taking the individuals / team with you. communication (Why)
- ◆ Appreciating 'you' - creation of confidence
- ◆ Personal challenge – Invest in you / decision making
- ◆ Be Prepared – Planning, process and communication, key for confidence

13.00 - Lunch

14.00 - Afternoon Programme

- ◆ Effective meetings - Your platform – How to plan & run a meeting with your people that has the desired impact and outputs.
- ◆ Building your skills to deal with challenge – P/L, HR, Marketing
- ◆ Checking your behaviours – Your personal plan for the future - Process & passion – Ensure you have the balance in place

18.00 - Fireside Feedback

19.30 - Dinner

Day 2 Wed 25 May

07.30 - Breakfast

09.00 - Morning Programme

- ◆ It's challenging - Driving personal performance & creating aspiration
- ◆ Recruitment & succession planning – People are your most valuable asset. The best practice tools / profiling
- ◆ When to be objective – Using the HR tools at hand – *Guest delivery*
- ◆ Interpreting large data – Action plans *Guest delivery*

12.30 - Lunch

13.00 - Afternoon Programme

- ◆ What does success look and more importantly feel like?
- ◆ Now go and feel this success!

15.00 - Depart