

The Leadership Collective.



We're The Leadership Collective (TLC). We help create empowered, inclusive and thriving work cultures, through our bespoke training and coaching. We work around the world with organisations and individuals to create and deliver courses and coaching programmes that will harness the values of your company and facilitate the cultural and personal evolution needed in the here and now.

The Music Mark Leadership Development Programme.

Programme overview.

In times of great change, we need great leaders, and great leaders need great support. Our programme includes two full/half-day workshops and 1:1 coaching sessions with your senior leadership team.

We tailor the programme according to your organisational goals and the specific challenges and opportunities presented by your team. This is an example approach but do get in touch so we can create your bespoke programme.

The Way of the Leader.

We begin with a workshop with the full senior leadership team, delivering on our pre-agreed objectives. Usually these focus on building self-awareness as leaders, individually and as a team. We can explore team strengths, blind spots and vision. We can work together to establish (or refresh) your foundational leadership behaviours, actions and values. And we can develop shared definitions. The workshop is active and everyone gets involved, and we'll set clear goals to achieve before we meet again.

Individual coaching.

In-between the two workshop sessions, each member of the leadership team will have two x 1:1 coaching sessions with a member of the TLC team via Zoom. These are confidential and broad in scope. We can coach the whole person, taking a strategic, solutions-based view, or zoom in on specific skills or situations. Together we can establish your goals, work through a specific challenge, or create a plan for you to implement transformational change.

Leading the Way.

Our final session builds on our work enhancing individual and team leadership styles, and turns to the organisation as a whole. How will this new leadership approach affect your organisation? What steps can you take to inspire your colleagues to embrace this change? We can explore specific scenarios that have risen from session one (eg feedback culture, change management, presentation skills), try out leadership tools and frameworks, and set practical actions to implement and embed the optimal organisational culture..

Commitment from you.



The Leadership Development Programme has extended and developed. Thanks to the feedback from Music Mark, we have learned that alongside our two half days package, there is great appetite for two full days of training. This gives even greater opportunity to delve deeper into the subject areas and gain further insights and tools.

FULL DAYS PACKAGE

This will include:

- Tailoring the programme according to your needs and business goals
- 2 x full day workshops, timings to be agreed
- 2 x individual one hour coaching sessions online for up to 6 leaders

The total value of this package is £6,500

Thanks to a generous subsidy from Music Mark the fee to your organisation will be £3,000 (plus travel, subsistence and accommodation if required).

Bespoke formats available on request.

HALF DAYS PACKAGE

This will include:

- Tailoring the programme according to your needs and business goals
- 2 x half day workshops, timings to be agreed
- 2 x individual one hour coaching sessions online for up to 6 leaders

The total value of this package is £5,500

Thanks to a generous subsidy from Music Mark the fee to your organisation will be £2,200 (plus travel, subsistence and accommodation if required).

Bespoke formats available on request.

Give yourself some TLC.



But don't just take our word for it! Feedback from last year's Music Mark LDP cohort:

"TLC managed to weave the areas I wanted them to support us with brilliantly. A great balance of practical, technical, theory and soft-skills, which made the sessions genuinely useful in the long term. I've done a good few of this type of thing before which have been only about soft/person skills, which almost never lead to tangible improvements in individual or team performance. This was very different - all together effective, upskilling, change-making and has set us up with things to work on for a long time to come."

5/5 - this programme will significantly impact my work

"These sessions were full of positivity and knowledge sharing. They have really helped me to discover and develop my Leadership styles and effective ways for how I can switch between different Leadership styles. As a new member to the leadership team here, these sessions have been wonderful for me personally. The course leaders are such positive people, their knowledge is outstanding and there was never a time where I was made to feel that any ideas of thoughts weren't relevant."

5/5 - this programme will significantly impact my work

"Both the facilitators were excellent practitioners, allowing and encouraging us to reflect on our own practice and to draw out new insights during the sessions. I appreciated the opportunity, before the sessions started, to talk about our context with them. I feel that this saved time and allowed us to focus quickly on the areas which we were hoping to delve into and develop."

5/5 - this programme will significantly impact my work

"The individual coaching sessions were a very useful part of the programme, allowing each person to speak in confidence about their own challenges. I feel that this supported the whole group sessions very well."

5/5 - this programme will significantly impact my work



Meet the Collective:

We lead our workshops in pairs, and coach individually, but you'll have all our brains on your project. Between us, Caitlin, Ayesha, Carmel and Susannah have a wide range of experience in coaching, training and leadership, as well as writing, theatre directing, radio producing, public engagement and academic research. We each bring our own unique talents, expertise and passions to this collective. We look forward to working with you.

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