

# 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 half-day workshops and 1:1 coaching sessions with your 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 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..

# Give yourself some TLC.



## Commitment from you

The total value of this package is £5,000

Thanks to a generous subsidy from Music Mark the fee to your organisation will be £2,800 (plus travel and accommodation if required).

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

Bespoke formats available on request

## But don't just take our word for it!

**"The Leadership Collective bring authenticity, depth of knowledge and the ability to create open spaces for reflection and discussion.** Delivered with warmth and passion for their subject - I thoroughly recommend this brilliant group of development specialists."

— *Director of People & Talent, ScienceMagic Advertising*

**"Superbly planned and delivered.** Excellent content. Top notch professionalism. Very validating and helpful."

— *Head of Service, Music Education Sector*

**"My coaching journey has been highly rewarding.** It has helped me understand myself better by exploring what helps me to thrive in my role. My coach was pragmatic and adapted her approach throughout the programme and approached our sessions with care, compassion and fun!"

— *Senior Leader, Arts Organisation*



## 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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