

# Bailey & French.

## Human Leadership Open Programme

This programme from Bailey & French helps people build their knowledge and understanding of human leadership, demonstrated through emotional intelligence, inclusivity and the building of strong human connections.

During the programme, you will develop your skills in building empowered, resilient and collaborative teams, supporting effective leadership through change and challenge. You will learn to positively impact relationships with colleagues and stakeholders, through active listening, role modelling the importance of feedback, and communicating the organisation's vision, values and purpose in authentic, inspiring ways.

A key aspect of the programme is creating a space for leaders to network, learn and grow together.

### Learning Outcomes

1. Improve your knowledge and awareness of emotionally intelligent, human-centred leadership that is, inclusive and builds strong human connections
2. Improve your skills to role-model more authentic and inclusive behaviours that engage and inspire people to be more innovative, and collaborative when going through change together
3. Improve awareness of how your strengths will help you sustain these ways of working in order to break down siloes, establish higher trust and ensure agility in a rapidly changing world

### Session 1

This session helps people build their knowledge around authentic and inclusive leadership.

Together we will create a safe space to build awareness of your personal strengths, emotions, values, sources of stress and mindsets, through a mixture of self-reflection and conversations with peers and develop your active listening and communication skills, with a focus on being genuinely curious, appreciative, and accepting of others.

You will learn to be clearer and bolder in articulating your personal purpose with your team to nurture an engaged, honest and trust-based team culture and truly inclusive culture, understanding and responding to the diverse needs and contributions of team members and cultivating collaborative relationships.

### **Following this session, you'll have:**

- Improved your knowledge and understanding of authentic and inclusive leadership and how it cultivates team connection and strengthens a culture of learning
- Improved your awareness of self and others, developing a more curious and empathetic mindset when listening to others and reflecting on self
- Committed to actions that will create authentic and inclusive ways of working in your teams that inspire, build trust and create a feeling of belonging in your organisation

### **Session 2**

This session helps people to build knowledge around what it takes to be an effective role model and to be a human connector as a leader, with teams, stakeholders and across the organisation.

Together, through practical exercises and group discussions, we will explore the decisions and behaviours of our role models strengthening our ability to manage our emotions, practice vulnerability and learn techniques that help us bring the best version of ourselves to work as leaders.

You'll learn to strengthen not just your relationships, but the relationships between others, not just psychologically safety but empowering psychological bravery to build highly collaborative, resilient and agile ways of working.

### **Following this session you'll have:**

- Improved knowledge and understanding of how to be an effective role model and manage human emotions that will ensure you create more open, inclusive, psychologically empowered, collaborative and resilient teams/culture
- Improved awareness and ability to manage self and relationships that strengthens people's perception of you as a role-model and connected leader
- Commitment to actions that help you become a more impactful role-model that strengthens team and organisational culture