

www.biz-ability.com



What does the **biz-ability Leadership Journey** entail?

This programme runs over several months and is split into three phases: preparation and alignment, followed by stage 1 and stage 2 of the Leadership Journey. The Journey involves 48 hours of guided learning, 20 hours of work-based assignments, six action learning sets and six hours of one-to-one coaching. All this adds up to a significant investment in time, focus and commitment on behalf of the participant and organisation.

What makes the **biz-ability Leadership Journey** Different?

Our focus is on delivering **sustainable** and **measurable improvement** in the performance of your managers and supervisors by enhancing their leadership capabilities. To do this we adhere to three principles:

a. **Tailored Content**

We spend time with your organisation to **understand the issues** and design the programme so that the Leadership Journey takes specific account of your company values, performance management system and ways of working (policies and procedures).

b. **Assessment and Coaching**

Our process provides assessment, support and feedback throughout the Journey including:

- One to one coaching with an ILM accredited coach
- End of Stage 1 evaluation gate
- Learning sets
- Learning logs

c. **Tangible Business Results**

We focus on providing measurable return on investment for leadership training

Leadership Journey | Preparation

Week 1-4

Week 5

Research & Development

Relevant company, industry and people research to tailor the ILM content to the operational environment and company culture

Choose performance metrics

Optional 180° survey

Executive Briefing

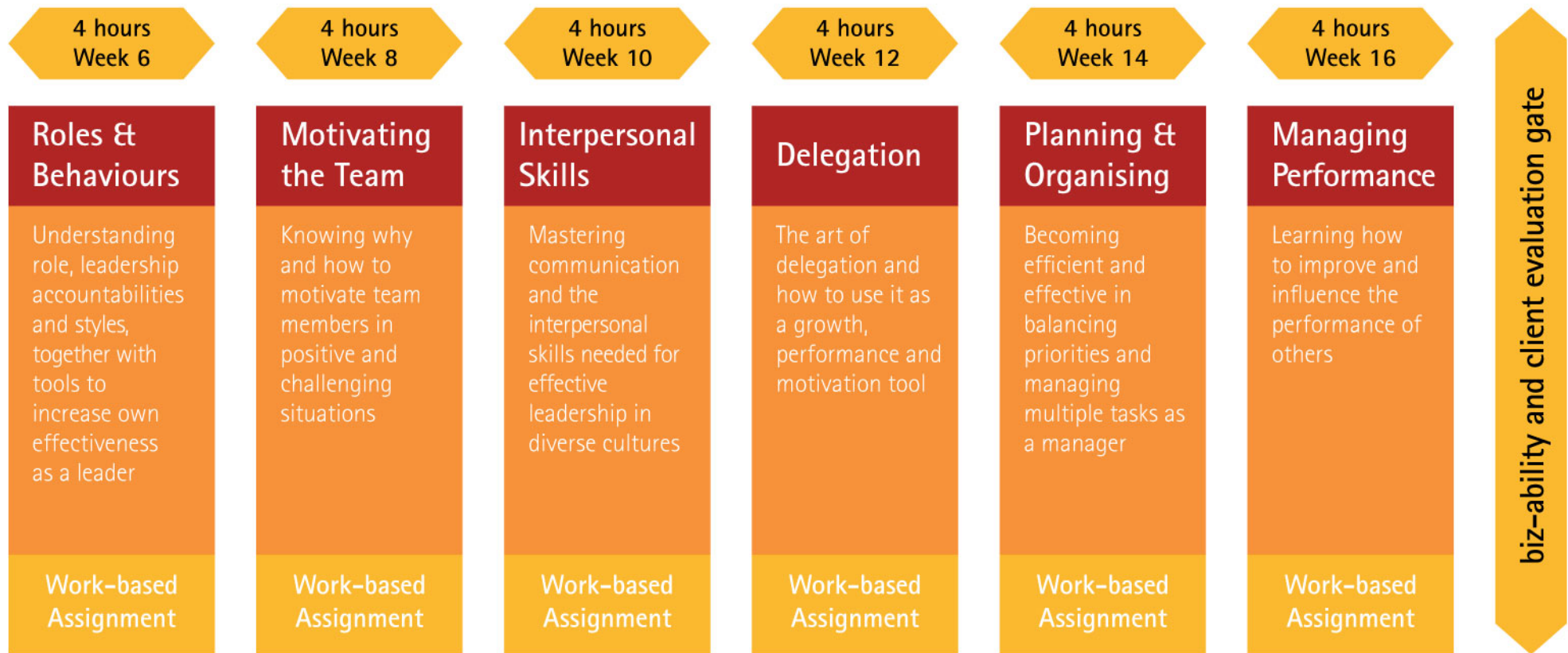
Introduction and overview of the programme ensuring Senior Managers can walk the talk and support success

Participant Introduction

Provide participants a clear picture of expectations, the evaluation process and work levels



Leadership Journey | Stage 1



All work-based assignments are highly practical, not reliant on written English, supporting participants to apply skills, and provide ongoing evidence of implementation

Between each Stage Two module participants will be involved in:

- **Learning Sets**

Participants form small peer support groups who meet to discuss implementation of learnings from each module

- **One to one coaching**

Participants meet an ILM accredited coach to review progress and discuss challenges

Leadership Journey | Stage 2

8 hours
Week 1

Leadership From Within

Mastering Emotional Intelligence and your self management to be the best leader you can be

Work-based Assignment

8 hours
Week 4

Leading Your Team

Managing the complexities of teams and getting the best from every person and the team as a whole

Work-based Assignment

8 hours
Week 7

Leading for Continuous Improvement

Learning how to increase the impact you have through your relationship in the organisation and how you influence others

Work-based Assignment

Measurable Performance Results

- Final 180° Survey (Optional)
- Participant learning logs submitted for evaluation
- biz-ability assessment
- ILM adjudicator assessment
- Report on results and assignment measures



This programme literally changed the lives of senior management within our organisation” – Editor, Publishing Company, Dubai

biz-ability's internationally accredited Leadership Journey is an intensive, learning and development programme for supervisors and managers, tailored for the Middle East region

Combining biz-ability's in-depth knowledge and experience of the region, and ILM's internationally proven structures and processes, the Leadership Journey has delivered consistently outstanding results for both individual performance at work, as well as total leadership culture changes.

What are the **results**?

Selection of evidence from work-based leadership assignments

- Participant introduced new shift pattern reducing appointment call to service time from 3 weeks to 2 days
- Help desk calls analysed, training provided; calls reduced from 750 – 500 per month
- Changed forecasting approach by consistently using system optimisation, resulted in reduction in stock cost from AED80M to AED74M. Major win for the department, reduction in ageing stock, more accurate forecasting and now being rolled out for other brands
- Reassigned low performer from sales floor to a more intimate one-to-one setting to suit her style: it was a great fit and resulted in 23% increase in sales in that area
- Marketing team budget cut by 40% - team set task to create ways to deliver objectives despite cuts which was achieved with motivated and energised team, owning the objective fully



About biz-ability

Since 1993 biz-ability has been providing training and development programmes, which deliver measurable improvements in individual and organisational performance, to hundreds of local and international companies in the Middle East. The biz-ability team of 34 professionals is based in our Middle East offices in Dubai and UAE, and operates throughout the Middle East.

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