

# VIRTUAL LEADERSHIP PROGRAMMES

OCTOBER 2020

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ASCEND

PERFORMANCE CATALYSTS



## VIRTUAL LEADERSHIP PROGRAMMES

These uncertain times call for exceptional leaders. Leaders who can help others to be resilient, leaders who can build strong remote teams, have successful conversations and build powerful client and customer relationships.

For over ten years, Ascend has been helping companies to develop, support and challenge exceptional leaders through our bespoke coaching and development programmes. We have distilled our leadership development programmes to create a powerful, modular mini-series of virtual leadership development workshops across key topics that are essential in today's climate.

These programmes are a blend of facilitated discussion, peer learning and insightful, impactful content. To maximise the value for participants, each programme has been carefully structured over a series of sessions. Their modular format, however, allows for you to pick-and-mix too. We are also happy to tailor our programmes specifically for your team or organisation.

If you have a programme in mind that you don't see included here, please contact us.

**To find out more or to book one of our virtual leadership programmes for you or a colleague, email Christina at [christina.grieve@ascend.world](mailto:christina.grieve@ascend.world).**





## **VIRTUAL LEADERSHIP PROGRAMMES**

Enhancing Personal & Team Resilience

Leading Successful (Remote/Hybrid) Teams

Successful (Remote) Conversations

Building Successful (Remote) Client Relationships

Persuasive Communication - Winning Hearts & Minds

Embracing Collaboration

Leadership Presence

Leading Through Coaching

Re-Imagining Your Career Post Covid-19

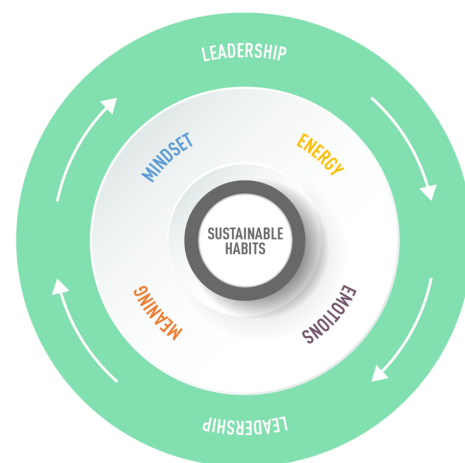


# Enhancing Personal & Team Resilience

In today's tough and demanding working environment, more and more is being required from leaders and their people. It takes strong resilience to remain focused in the face of pressing situational demands and challenges and to bounce back from the regular setbacks that life inevitably throws at us.

This insightful and practical workshop, using the core framework of Ascend's Resilience model, pictured here, is designed to challenge your current thinking, habits and leadership to enable you to strengthen your resilience and thrive in an increasingly complex and ambiguous world.

As part of this workshop, you will use your results from your Personal Resilience Inventory to create an individualised plan to enhance your resilience.



## Objectives

- Ⓐ Raise awareness of what happens to you under pressure and the impact of this on others
- Ⓐ Teach you behaviours to cope with pressure, enhance your ability to bounce-back and be a role model to others
- Ⓐ Give clarity around what you can do to sustain and raise your own sense of wellbeing and that of others around you
- Ⓐ Increase your understanding of how to promote a culture of long-term sustainable performance within your team

## Programme Flow - two 75 minute sessions

### Session One

- Leading in the current context: challenges & opportunities
- A model for resilience
- Resilient mindsets
- Resilient emotions
- Experiments & action planning

### Session Two

- Checking in
- Finding meaning for greater resilience
- Resilient energy management
- Creating a resilient climate
- Action planning & supporting behavioural change



# Leading Successful (Remote/Hybrid) Teams

All organisations are made up of multiple, interconnected teams. If leaders can make their teams sustainably successful then it is highly likely that the organisation will follow.

This programme utilises Ascend's widely used Successful Teams diagnostic, pictured here. It supports leaders to assess and evaluate their own team's strengths and development areas before devising tailored strategies and action plans to improve the performance of the team they lead and others they may be involved in.



## Objectives

- Ⓐ To support and challenge leaders to think more strategically around how they lead their team in the 'new world'
- Ⓐ To learn from each other and create a peer support network
- Ⓐ To identify specific actions and behaviours to sustainably improve the performance of teams within the business

## Programme Flow - two 75 minute sessions

### Session One

- Current context – challenge & opportunities
- Remote teams vs face to face teams
- Internal focus
- External focus
- Spirit
- Action experiments

### Session Two

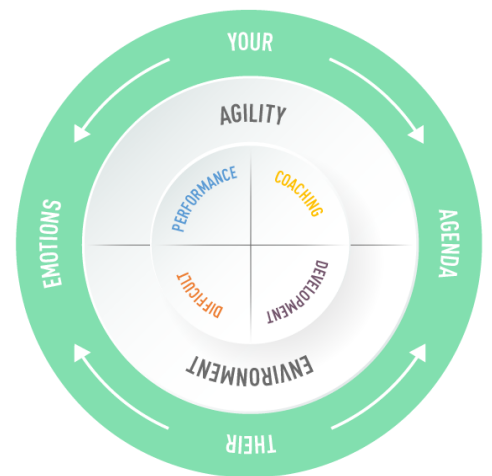
- Checking in
- Agility
- Resilience
- Leadership
- Action planning & supporting behavioural change



# Successful (Remote) Conversations

In times of turbulence and crisis we need to have honest impactful conversations on a range of topics. Unfortunately, at the moment, we are not always able to hold these conversations face to face.

Using Ascend's model, pictured here, this workshop includes insight and frameworks to set you up for success with all the conversations you may need to have with your people. You will get the opportunity to plan, prepare and practice difficult conversations, feedback conversations, coaching conversations and development conversations so that you maximise their effectiveness in a virtual world.



## Objectives

- 📐 Highlights on how to have the most effective conversation despite being in a virtual world
- 📐 Tools, frameworks and solutions to facilitate effective virtual conversations
- 📐 Peer learning, practice and action planning on specific conversations that need to take place

## Programme Flow - two 75 minute sessions

### Session One

- Conversation: face to face vs technology enabled
- Leader as role model
- Effective feedback
- Effective difficult conversations
- Experiments & practice

### Session Two

- Experiment check in
- Effective coaching conversations
- Effective development conversations
- Action planning & supporting behavioural change



# Building Successful (Remote) Client Relationships

When we are faced by challenging external threats, it is only natural to turn inwards and focus on our business and our colleagues. However, it is also important not to forget about our clients and customers – after all they are the reason we exist.

This workshop focuses on sustaining and, perhaps enhancing, the quality of external relationships in difficult, virtual times so that when the customer/client is ready to buy again, they will automatically seek you out first to fulfil their needs.

## Objectives

- ① Focus on clarity of personal brand and projection of that brand
- ① Techniques to accelerate the building of trust and rapport with clients in a virtual world
- ① A framework for assessing strengths and development areas with respect to agile client conversations and ensuring better outcomes
- ① An opportunity for strategic stakeholder mapping and planning for targeted, enhanced relationships with specific/customers and other key stakeholders

## Programme Flow - two 75 minute sessions

### Session One

- The difference between face to face & virtual relationship building
- Projecting an effective personal brand in a virtual world
- Building trust & rapport in a virtual world

### Session Two

- Improving agility in remote conversations for better client outcomes
- Strategic stakeholder audit & planning
- Actions, accountability & habit forming



# Persuasive Communication - Winning Hearts & Minds

Great communicators aren't just people who deliver clear messages, they are people who influence, drive change and inspire followership. In short, they take people with them.

This programme supports people to become more effective communicators, presenters, influencers and change agents.

We use a range of stimuli, including small group presentations, to encourage people to hone their skills and practise real conversations and situations.

## Objectives

- Ⓐ Introduce frameworks and techniques to allow participants to become more effective communicators and storytellers in any situation and over any medium
- Ⓐ Raise awareness on the importance of capturing hearts and minds in influencing others and taking people with you
- Ⓐ Ensure people have a clear, practical action plan to improve the effectiveness and impact of their communication

## Programme Flow - three 75 minute sessions

### Session One

- Why communication is harder than it looks
- Personal brand & building trust
- Warmth v competence
- The problems with email as a communication tool

### Session Two

- Structuring effective communication
- Finding the emotional spark
- Building a compelling story
- Simplicity & summary
- Competitive group assignment set up

### Session Three

- Competitive group assignment presentations
- Reflection & summary
- Action planning & new habit commitments





# Embracing Collaboration

In the volatile, uncertain, complex and ambiguous (VUCA) world that many businesses find themselves in, being able to embrace collaboration and harness agility and innovation has become increasingly important.

This programme supports people to be a role model for collaboration, create a climate whereby collaboration can thrive and give them practice in diverse, agile and collaborative teams.

It explores the business case for increasing collaboration and breaking down silos, the importance of diversity and different perspectives and challenges people to commit to new collaboration related habits.

## Objectives

- Ⓐ Increase awareness around what it means to lead collaboration / be a collaboration role model and why it is important
- Ⓐ Introduce the concepts of creative abrasion, neurodiversity and agile collaborative teams
- Ⓐ Provide clear focus for action planning and the adoption new habits related to becoming more collaborative and creating a climate for collaboration

## Programme Flow - three 90 minute sessions

### Session One

- Defining collaboration
- Understanding the business case for collaboration
- The mindset, skills & actions of the collaborative leader

### Session Two

- Creating a climate for collaboration: safety, trust, threat/reward, inclusivity
- Creating agile, successful teams: abrasion, agility & resolution
- Agile team assignment set up: 'Collaboration in Action'

### Session Three

- Agile team presentations: 'Collaboration in Action'
- Presentation debrief & content refresh
- Action planning & new habit commitments



# Leadership Presence

You don't have to have the label of leader to be a leader. It is possible to show leadership and behave and communicate like a leader, no matter what your position is in an organisation or team.

This programme is aimed at anyone who wants, or, needs, to improve their ability to think, sound and act like a leader, no matter what position they are in the hierarchy or their job title.

It brings to life a simple framework in an insightful and interactive way, leaving participants with practical ways to enhance their leadership aura, make a bigger positive impact and generate a wider and stronger followership.

## Objectives

- Ⓐ Raise awareness as to what is meant by leadership presence and what they can do to enhance their own
- Ⓐ Focus on creating practical actions relating to mindsets, communication, behaviours and focus to increase followership and improve impact

## Programme Flow - one 90 minute session

- Defining leadership presence
- Enhancing presence through : mindset, communication, behaviours, focus
- Action planning & new habit commitments



# Leading Through Coaching

Pivotal to success in any organisation there should be a culture of growing your own talent. Coaching is a crucial part of any leader's role and it is their responsibility to ensure that their people and team(s) feel empowered and challenged to grow both within their role and to achieve fulfilling careers.

This insightful, challenging and transformational workshop gives participants the mindset, skills and habits to lead and grow talent across their organisation.

It is an interactive workshop that uses models, tools and techniques to ensure that people see the value of coaching their people and take steps to put coaching into practice.

## Objectives

- Ⓐ To create consistency and agreement as to what coaching is, what it is not and why it is such an important leadership tool
- Ⓐ Identify and practice the key mindsets and skills of a coach in the face to face and remote world
- Ⓐ To ensure that people receive practice and feedback on their own journey to be a better coach and have some specific practical actions to enhance the development and performance of their people

## Programme Flow - two 75 minute sessions

### Session One

- Defining coaching
- Core coaching mindsets
- Key coaching skills 1
  - Building trust & rapport
  - Powerful questioning & listening

### Session Two

- Key coaching skills 2
  - Goal setting for growth
  - Quality feedback
- Coaching practice & action planning



# Re-Imagining Your Career Post Covid-19

The pandemic has provided many of us with additional time at home, technology enabled working and an absence of the daily commute. Perhaps, you will also have had time to reflect on the fact that you no longer want to continue in your current role and/or career path?

This programme is aimed at anyone who wants to think more deeply about and plan for the career they really want to embark on, no matter if you are just starting out or have worked 30 years in the same role.

## Objectives

- ① Reflect on your ultimate career goals
- ① Identify your strengths and the environments in which you thrive
- ① Cultivate the brand you want in your current organisation and wider job market
- ① Plan and leverage the right relationships to ensure you get the career you want

## Programme Flow - one 90 minute session

- The current context
- Taking control of your career
- Learning from the past
- Understanding the present
- Creating the future
- No regrets





## ASCEND WITH US

Our virtual leadership programmes have each been developed to be delivered in a series of powerful, experiential sessions that will leave leaders more robust and resilient in today's new world and be able to lead their teams to be the same.

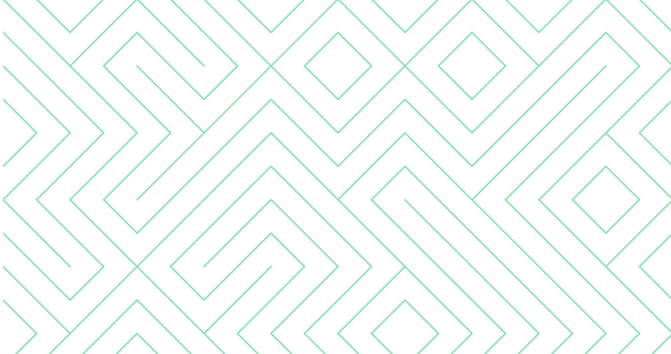
One of our areas of expertise is supporting our clients and their executives in ensuring they are equipped with the right tools to lead their teams to be successful for the long term and our range of Virtual Leadership Programmes will do just that.

We would love to talk to you about our delivery options ranging from booking one of our programmes to the full suite or tailoring our programmes specifically for your team or organisation.

We are also offering one hour complimentary taster sessions on Enhancing Personal & Team Resilience and Leading Successful (Remote/Hybrid) Teams so that you can ensure it is a good fit for your teams or organisation.

**Just email Christina at [christina.grieve@ascend.world](mailto:christina.grieve@ascend.world).**





## ABOUT ASCEND

Ascend is a boutique talent strategy and leadership development consultancy headquartered in London, England. We've been working globally in the field of behavioural change for over a decade, across all industry sectors.

Our complementary areas of expertise are talent strategy, leadership, high potential development, building successful teams, executive coaching and supporting career transformation.

We specialise in transforming leaders and teams to get them to where they need to be – firmly, confidently and for the long term. We work internationally, and now virtually, to create stronger people, teams and businesses.

To find out how we can work together, email Christina at [christina.grieve@ascend.world](mailto:christina.grieve@ascend.world).

## OUR VALUED CLIENTS



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