



## LEADERSHIP & LEGACY

*Helps organisations create value by developing managers' essential leadership skills for high performance*

### Why Should You Consider This Programme?

Value is created through strong leadership. Recent research\* has shown that half of leaders in business today actually destroy value for their companies through their leadership style. Managers and leaders who know how to motivate, engage and communicate with their employees, and who have a variety of approaches to leadership, will inspire high levels of performance.

These leaders achieve unsurpassed motivation and loyalty from their employees who are consistently willing to increase their discretionary effort; this ultimately leads to differential advantage and customer loyalty. By developing the leadership style of your managers you will increase the profitability and shareholder value of your organisation.

However, such leaders are not born; their skills have to be developed through a structured and disciplined process of learning.

(\*Hay Group 2008)

### Who Is The Programme For?

The Leadership and Legacy programme, run in conjunction with Gatlin International, is aimed at managers and leaders who want to enhance their existing skills or those who are progressing towards leadership positions and wish to build their experience. It is designed for manufacturers who want to increase the ability of their leaders to build and lead high-performing, self-sustaining teams. It will improve leaders' ability to communicate and energise employees towards co-creating a successful future and outstanding results for their organisation.

### Assessment, Evaluation and Follow-Through

Informal self-assessments are undertaken throughout the course, and work-based exercises are completed to help with skills reinforcement. Weekly diaries, with daily entries resulting from observation exercises, and a reflective Leadership Journal are encouraged.

[myskillsacademy.com](http://myskillsacademy.com)

As part of your programme, you will have access to The National Skills Academy for Manufacturing's online learning management system – [myskillsacademy.com](http://myskillsacademy.com). This web-based application will help you unleash the power in your training investment and can become an integral part of your own human resource system – where you can collaborate with your employees and evaluate their progress.



LEADERSHIP & MANAGEMENT > LEADERSHIP  
MANAGEMENT > LEADERSHIP

## The Programme – Outline of Modules

The programme is delivered online over the internet, in a series of multimedia modules delivered by Tom Whittaker. The 7 Step framework, which takes six months to complete, mirrors the steps in leading an ascent of Everest. It consists of the following steps:

- Step 1** – Know Thyself: The Journey from Home to Kathmandu – 4,500 ft
- Step 2** – How We Are Perceived by Others: The Journey from Kathmandu to Base Camp – 17,500 ft
- Step 3** – Building the Team: From Base Camp to Camp 1 – 19,000 ft
- Step 4** – Using Effective Team-Working Processes: From Camp 1 to Advanced Base Camp – 21,000 ft
- Step 5** – Developing the Capability of the Team: From Advanced Base Camp to Camp 3 – 24,000 ft
- Step 6** – Being an Effective Communicator: From Camp 3 to Camp 4 – 26,000 ft
- Step 7** – Understanding Your Organisational Environment: From Camp 4 to the Summit – 29,035 ft

Delivery is flexible and uses state-of-the-art tools such as the Lifestyles Inventory, Organisational Culture Inventory, 360° feedback and Belbin Team Roles tools to develop learner's understanding of cultural and value systems of self and others and the contributions that people make to a successful team. Delegates will be awarded a certificate of completion once they have completed all modules.

### How Does The Programme Work?

Leadership and Legacy is an online training course that takes learners through a practical 7 step programme of self discovery. Developed by Tom Whittaker, corporate consultant and the first disabled person to climb Mount Everest, it follows the principles that Tom applied in his ascent and the effective team working and leadership that this entailed. The programme incorporates a combination of assessment instruments, activities and reflective exercises focused on achieving effective behavioural change. Each learner is allocated a facilitator who is available for one-to-one support via email or phone.



### The next step

For more information about getting involved, please contact:

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### Assured Excellence

The National Skills Academy for Manufacturing (The Skills Academy) is a beacon of security for employers. All providers delivering The Skills Academy's products have successfully completed a thorough validation process, proving their competence to deliver world-class subject knowledge through leading-edge training and techniques tailored to the manufacturing sector. This ensures they deliver the best content in the most powerful and cost-effective way possible, so that programme members receive the best value training to world-class standards.



The Skills Academy's unique Learning Engine integrates the five critical phases of the learning cycle: analysis; preparation; delivery; follow-through and evaluation. This facilitates a fully-integrated, systematic approach to work-based learning, customises learning, maximises economic benefit, and encourages continued learning.

The Leadership and Legacy programme accounts for 120 Learning Engine hours.

### About Tom Whittaker

This leadership programme has been designed and delivered by Tom Whittaker, through Gatlin International. Tom Whittaker is a mountaineer, trainer and corporate speaker who believes that leadership is not about responding to change, but about shaping it.

Despite having lost a leg in a serious car accident, Tom led an Everest expedition to become the first disabled person to climb to the roof of the world. Tom has developed this programme to help others become the best they can be and achieve the impossible.