LEADERSHIP & STRATEGY

LE62 Driving High Performance through Inspirational Leadership and Coaching

This comprehensive course is designed to equip managers and supervisors with the leadership and coaching tools required to inspire, innovate, and drive performance within their teams. The course focuses on Inspirational Leadership and Creativity, providing insights into fostering a culture of high performance and trust while enhancing leadership skills to lead change and cultivate innovation. Participants will explore core leadership principles, effective communication strategies, and the dynamics of leading organisational transformation. The course will explore Coaching and Mentoring, empowering delegates with practical coaching techniques to enhance individual and team

Course Information

Duration: 10 days

London (£9900): 26th January 2026, 20th April 2026, 15th June 2026, 3rd August 2026, 28th September 2026, 16th November 2026, 25th January 2027, 19th April 2027, 28th June 2027, 16th August 2027, 11th October 2027, 29th November 2027, 6th March 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This course is ideal for professionals in management or supervisory roles who are responsible for leading teams, projects, or departments. It is specifically designed for individuals looking to elevate their leadership

skills, foster innovation, and enhance team performance through effective coaching and mentoring techniques. Whether managing organisational change, inspiring a creative workforce, or nurturing individual development, delegates will gain practical strategies and tools to address workplace challenges. This course is perfect for leaders seeking to sharpen their leadership acumen while promoting a culture of continuous learning and improvement within their teams.

Course profile

Foundations of Inspirational Leadership

- Exploring core leadership principles
- Identifying characteristics of inspirational leaders
- Examining emotional intelligence and its impact on leadership
- Assessing leadership styles and their effectiveness
- Understanding the role of empathy in leadership

Vision and Communication

- Crafting a compelling organisational vision
- Strategising communication of vision across all organisational levels
- Fostering a culture supportive of trust and confidence
- Implementing vision alignment techniques
- Monitoring and adjusting the organisational pulse

Cultivating Creativity and Innovation

- Understanding the link between creativity and innovation
- Nurturing an environment conducive to creative thinking
- Managing the stages of ideation effectively
- Techniques for generating and selecting innovative ideas
- Presenting and facilitating innovative solutions

Enhancing Team Dynamics and Involvement

- Encouraging teamwork and collaboration
- Integrating creativity into regular team activities
- Employing various motivational strategies
- Providing effective feedback and recognition
- Implementing 'Leadership by Wandering Around' (LBWA)

Leading Change and Transformation

- Understanding the dynamics of organisational change
- Applying Kotter's 8-Step Process for managing change
- Becoming a catalyst for enduring change

- Building resilience and adaptability in teams
- Strengthening organisational commitment and openness to change

Establishing the Foundations of Coaching and Mentoring

- Understanding the core concepts and differences between coaching and mentoring
- Reviewing the structure and implementation of workplace coaching and mentoring programs
- Discussing the benefits and potential challenges of these programs
- Cultivating a learning culture within the organisation
- Coaching and mentoring models and tools (GROW Model, ACHIEVE Model)

Developing practical and actionable skills

- Creating a supportive, blame-free and challenging environment
- Understanding assertiveness and its role in personal and professional development
- Questioning techniques
- Listening – how to hear and be present with your coachee or mentoree
- Identifying and resolving conflict between individuals

Adaptive Learning Styles and Feedback

- Identifying and adapting to different learning styles (Honey and Mumford, VAK, KOLB)
- Techniques for giving and receiving constructive feedback
- Tailoring coaching approaches to individual learning preferences
- Engaging in active feedback sessions
- Implementing feedback to foster immediate learning

Goal Setting and Motivation

- Structuring goals that motivate and inspire team members
- Utilising advanced coaching models to support goal achievement
- Applying the CLEAR and STEPPPA models in coaching scenarios
- Role-playing to simulate real-life application of motivational techniques
- Evaluating and adjusting goals based on feedback and performance

Performance Management and Continuous Improvement

- Integrating coaching and mentoring into performance management
- Measuring and analysing performance to identify developmental needs
- Developing continuous personal and professional growth plans
- Creating a support system for post-coaching and mentoring stress relief
- Crafting a Personal Development Action Plan (PDAP)

Competencies

At the end of the course, delegates will be able to:

- Lead with a compelling vision that inspires and motivates their teams.
- Apply emotional intelligence to enhance leadership and communication effectiveness.
- Foster a creative and innovative work environment.
- Implement effective coaching and mentoring strategies within their teams.
- Provide constructive feedback to promote learning and development.
- Manage team performance and develop continuous personal and professional growth plans.
- Set and achieve inspiring goals that motivate team members.
- Lead change and organisational transformation with resilience and adaptability.

Course Booking

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

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