

Challenge / Collaborate / Change

Personal Impact Leadership Programme

The **Personal Impact Leadership Programme (PILP)** is designed to break habits, challenge attitudes and change behaviours, in order to help individuals and organisations continually evolve.

PILP is a powerful programme providing the opportunity to step back from day-to-day pressures and explore how to provide effective leadership that gets results through others.



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Confronting the Comfort Zone

We all like to operate within our comfort zone. It's warm, reassuring and familiar. It can also be the barrier to successful development and growth.

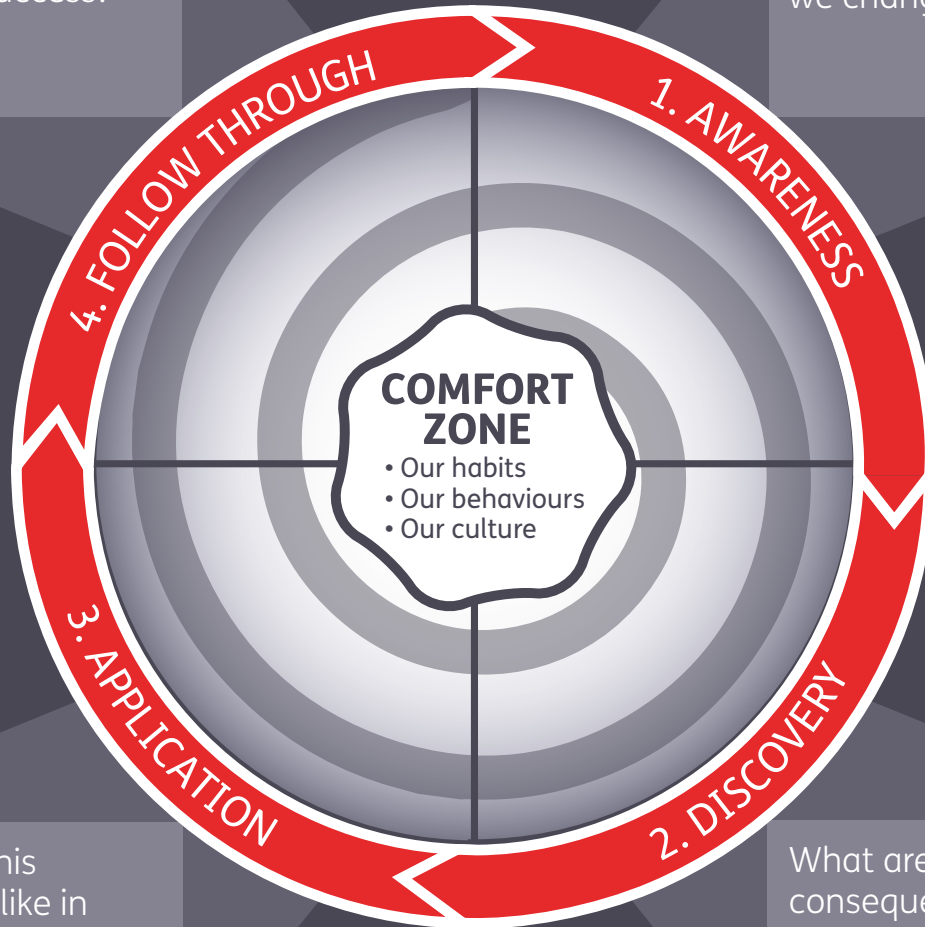
The Personal Impact Leadership Programme stretches people outside of their comfort zone a little at a time, helping them to reach their true leadership potential.

By focusing on real-life leadership challenges, programme participants immediately apply new behaviours to issues they are currently facing, and instantly increase their personal impact. Regular feedback and coaching throughout this highly practical programme ensures that new leadership confidence and behaviours are effectively embedded back in the workplace.



What are the results so far and how can we sustain success?

What are our existing habits and why should we change?



What does this change look like in practice and how will we implement this in the workplace?

What are the consequences of existing habits and how might we change for the better?

Past leadership challenges have included:



Recent promotion to a senior management role with several direct reports



Improving cooperation between Operations and Sales teams to enhance performance and client experience



Leading change during a downturn with significant downsizing



Building and retaining a high performing team in a highly competitive marketplace for talent



Implementation and acceptance of a new IT system across a division

PILP will deliver sustained positive behavioural change

The Personal Impact Leadership Programme comprises eight fortnightly half-day sessions. Each interactive and challenging session encourages new thinking across key leadership competencies, including:

Enhancing quality leadership thinking

To progress from a management to a leadership mindset

Boosting interpersonal skills

To improve clarity and content of communication and increase persuasiveness

Channelling energy and passion

To become an inspiring and transforming leader

Forging mental toughness

To build self-confidence and assertiveness

Setting clear direction

To gain strategic alignment and show enthusiasm and staying power in the face of change

Increasing self awareness

To adapt to others and develop strong working relationships

Developing others

To realise potential through the use of effective coaching and delegation

The programme structure and format

A defined challenge

From the first session each participant will focus on applying new ideas to their own clearly defined leadership challenge – agreed with their line manager during a pre-programme meeting and reviewed again during a post-programme meeting.

Personality profiling

Each participant will also complete a well-established personality psychometric, and explore the unique insights outlined in their personality profile as part of the programme.

Small group, big results

Numbers per programme are restricted to a maximum of twelve like-minded individuals to provide sufficient 1:1 coaching time during sessions.



Programme structure



What our clients say about PILP

The Changing Point Personal Impact Leadership Programme is well established and respected, but don't just take our word for it.



Our people have responded so positively to the mix of learning and coaching, and the focus on delivering business projects has ensured we have achieved a tangible and measurable return on investment. I can't recommend Changing Point highly enough – they really do deliver.” **HR Director**



We now have leaders who are better equipped to make decisions and who understand the impact of their own leadership style on colleagues – thus paving the way for the organisational changes we are trying to implement.” **Operations Director**



Six months on from completion, the feedback from attendees is that awareness of their own leadership styles has led to significant improvements in the way they lead and manage their teams. They apply the thinking process and problem solving strategies learned on the programme on a regular basis almost intuitively, and they have also coached their managers on the application of these processes and strategies, so that the whole team has benefited from the Changing Point programme.” **HR Director**



PILP clients

national
expressConocoPhillipsCIPFATOWER TRANSITBACARDÍFirstsubsea 7YMCADFID
Department for
International
Development

About Changing Point

Changing Point is a leading organisational development and change consultancy operating across sectors in the UK and internationally.

Embracing the Changing Point approach, our clients continually evolve by energising and connecting their people to organisational strategy and processes.

Our philosophy is grounded in psychology and incorporates our vast experience working with business owners, leaders and employees across a variety of industry sectors.

We align minds to transform business performance.



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Booking your PILP place

To book a place / places on the programme please
e-mail Jayne Ruff at:
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