



## Board and Senior Team Development

Boards and senior teams need to raise their game if they are to deal with the challenges of ambitious growth or rapidly changing environments. Enhanced capabilities and attitudes may be needed for the development of cohesion, focus and leadership roles.

### The senior level business background of LeaderShape facilitators combined with in-depth leadership know-how is effective in accelerating Board and Senior Team development

Being business leaders provides good understanding of the dynamics and the key attributes of top teams that enable organizations to thrive and grow. Thinking, behaving and learning as a team is a critical function.

### A typical programme could include:

- ✔ Shadowing Board and Senior Team meetings to observe decision making processes and individual contributions
- ✔ Raising self-awareness as leaders through leadership assessments
- ✔ Personal 360° EI competency assessments
- ✔ 1-2-1 interviews and/or coaching
- ✔ Establishing Personal Development Plans
- ✔ Workshops on the role of the Board
- ✔ Leadership skills workshops
- ✔ Strategy workshops
- ✔ Workshops on decision-making processes
- ✔ Talent management and succession planning

### Why focus on Board or Senior Team development?

Organisations may not thrive or even survive unless the top team becomes and acts as "The Brain of the Business", is totally aligned, and inspires the rest of the organisation to take ownership of and fulfil its defined mission.

### A well-implemented Board development programme will:

- ✔ Improve team relationships and performance
- ✔ Create and embed a strong learning culture
- ✔ Create a robust organisation that anticipates and successfully adapts to a changing environment
- ✔ Establish an effective leadership role and capability at top level

*"The company was determined to grow but realised that there were a large number of key elements that had to be tackled to achieve this. The impact of LeaderShape working with the Board was to significantly raise its game to meet these challenges, including clarity of direction, improved focus on key strategies, and improved personal development and performance both as individuals and as a team."*

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