

Reconnecting your Team with Transformational Leadership



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**We need transformational teams that can adapt
rapidly to the new business reality
NEW MINDSET NEW RESULTS**

Reconnecting your Team with Transformational Leadership

1. Introduction

We are living in a fast-changing world. Many businesses and people are facing up to an emerging new reality. Business will open again and we all need to be ready to do business.

Many teams have been socially distanced in the real sense for too long. Some people have continued to work often from home. Other people have been furloughed. This has caused a range of potential issues within teams. We have coached over 500 individuals in the past year. We have had comments such as “I am working so hard and it is difficult talking to team members who are furloughed when they tell me they are enjoying time with their kids.” Or “Why have I been furloughed when other people in the senior team are still working. Does this mean I am not as important as the others?”

In our opinion, ‘social distancing’ is the wrong terminology. Physical distancing is what we need to do to stay safe. In social terms we need to be even closer. We all have a massive challenge ahead adapting to new ways of satisfying customer needs with safety for all as the key focus. For any business to survive and thrive then teamwork and transformational leadership at every level will be critical. Yet many individuals who make up the team, despite best efforts, feel socially distanced. People feel nervous about opening the business and going back to work. We believe businesses need to reconnect their teams and excite them about future possibilities.

We need senior transformational teams that can adapt rapidly to the new business reality.

That is why we have developed **Reconnecting Your Team with Transformational Leadership**.

NEW MINDSET NEW RESULTS

Martin Pepper & Wendy Clark
Maxima Training



To borrow a Darwinism, it won't be the biggest and fittest who survive and prosper, but those who are most adaptable.”

Guy Hands,
Deutsche Bank Conference,
Barcelona 2006



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Reconnecting your Team with Transformational Leadership

2. The programme

Aim – To enable teams to reconnect by understanding and respecting each other's behaviours at a deeper level and embracing transformational leadership as a means to transform the business so that it can thrive in the new business reality.

How the programme works in 9 steps

Step 1. Zoom check-in call

When a team is signed up each member of the team will receive a 15-minute individual zoom check-in call with Martin or Wendy. On this call we will talk through the programme and get feedback on what the individual wants and needs to get from the programme.

Step 2. Discovery profile

We will send a link to everyone, inviting them to complete a Discovery profile online. To complete the evaluator an individual answers 25 questions. From this we will produce their Discovery profile which will have the following chapters all about the individual.

- ✓ Personal style
- ✓ Interacting with others
- ✓ Decision making
- ✓ Strengths
- ✓ Possible weaknesses
- ✓ Value to the team
- ✓ Effective communications
- ✓ Barriers to effective communication
- ✓ Possible blind spots
- ✓ How to communicate with your opposite type
- ✓ Suggestions for development



Cooperation is the thorough conviction that nobody can get there unless everybody gets there."

Virginia Burden
Author

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Step 3. Team Discovery session 1 via zoom 2 x 1-hour sessions

We run an interactive zoom session for the whole team. In the session we will explore the Discovery concept of four colour energies. The session will be very interactive with participants talking to each other and completing real time surveys on their phones relating to the energies they see in the team. We will also break the team down into sub-groups to work on a team building exercise which each team will then present back to the main group

Step 4. Discovery profile validation and online expansion pack

Immediately following the Team Discovery session, we will email everyone a copy of their Discovery profile to them direct so they can read through and validate their profile. At the same time, we will send each person a link to a comprehensive interactive online training module which goes into more detail on the Discovery model and the colour energies. This module includes chapters on.

- ✓ Understanding your Insights Discovery profile and graphs
- ✓ Recognising Red energy behaviour
- ✓ Recognising Blue energy behaviour
- ✓ Recognising Yellow energy behaviour
- ✓ Recognising Green energy behaviour
- ✓ Adapting and connecting with different team members preferences to ensure effective communication and teamwork to maximise team effectiveness

Step 5. Individual coaching session 1

Each individual will have a 1-hour coaching session with their maxima coach to review their Discovery profile and to confirm what the individual wants to work on to become an even more effective team member. During this session we would be looking for the individual to create a personal action plan focused on what they will do to be an even more effective member of the team.



Positive thinking will let you do everything better than negative thinking will."

Zig Ziglar
Motivational sales legend



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Step 6. Team Discovery session 2 via zoom 1 - hour

The team meet again and on this session individuals present their action plan to the rest of the team and receive feedback from the team on as to how they can be an even more effective team member. This gets everyone in the team involved and focused on what the rest of the team needs from them and what they need from the rest of the team. We will then give a brief presentation on the key elements of transformational leadership to focus the team on the challenge ahead.

Step 7. Transformational Leadership online Module

Immediately following the Team Discovery session 2 via Zoom we will send everyone a link to an interactive online module on the key elements of transformational leadership. This module takes the form of dynamic input on each key element with questions to challenge the individual on improving their performance within that area of transformational leadership

The 8 key elements of Transformational Leadership are:

- ✓ Creating a compelling vision
- ✓ Leading change
- ✓ Communicating with impact
- ✓ Fostering teamwork
- ✓ Facilitating development
- ✓ Leading from within
- ✓ Agile thinking
- ✓ Delivering results



Great things in business are never done by one person; they're done by a team of people."

Steve Jobs

Knew something about getting results from doing new things



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Step 8. Individual coaching session 2

Each individual will have a 1 hour zoom coaching session with their Maxima Coach. On this coaching session we will focus on transformational leadership. During the session, the individual will develop a personal action plan for each key area that will enable them to transform their area of responsibility.

Step 9. Team Discovery consolidation session 1-hour

In this team Zoom interactive session, each team member briefly presents to the team what they will be doing to transform the business in their area of responsibility. This consolidates the programme and brings the team up to speed with how the sum parts of the team are working together to drive team performance. **NEW MINDSET NEW RESULTS**

Summary

This is a highly motivational and interactive programme. It is very different to a webinar where someone talks at you or an online programme where someone on video talks at you before you take a quiz. We have designed this programme to be very social, practical and with a clear focus, reconnecting your team so they can transform your business. **NEW MINDSET NEW RESULTS**



It is literally true that you can succeed best and quickest by helping others to succeed."

Napoleon Hill
Author and speaker

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Martin Pepper

Martin developed his early career in sales and operations in both airlines and hotels. He has been a National Director of Sales in the hotel industry and was Director of Sales Training & Business Development for Forte PLC before founding Maxima in 1995.

Martin has over 35 years of global sales & business experience to share with you on this programme. He has worked with some of the top leaders in industry from around the world and the good news is that successful people leave clues! Clues that Martin will share with you on this programme.

Martin is valued by clients for his knowledge and ability to motivate with humour and real life stories. A Fellow of the Institute of Sales Management, a qualified trainer, coach and Licensed Insights Discovery Practitioner, Martin is passionate believer in positive possibility thinking.

Wendy Clark

Wendy developed her early career in hotel operations, advertising sales and then hotel sales. Wendy has been a Director of Sales and co-founded Maxima with Martin in 1995.

Wendy has over 30 years experience in business to share on this programme. Although Wendy says, given 30 years experience, she could only have been 5 when she started!

Wendy is valued by clients for her ability to inspire confidence by making the process and skills required easy to understand. A Fellow of the Institute of Sales Management, a qualified trainer, coach and Licensed Insights Discovery Practitioner, Wendy is passionate about developing people to develop business. Wendy believes no one is born knowing and she strives to ensure young people get the training they need to succeed in business. Wendy has a total opportunity mindset which is why people always turn to her when they are in need.



**Words are words, promises are promises,
only performance is reality”**

Harold Geneen

Business hero and author

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Investment

Each team member will receive a Discovery profile, access to the Discovery online expansion pack, access to the online Transformational leadership module, 2 x 1-hour individual zoom coaching sessions, 4 hours of dynamic, interactive team zoom sessions. £450 per person plus VAT. This will be invoiced on agreement to proceed.

How to book

To make a booking email Maxteam@maximatraining.com or call 01403 733337

Investment in perspective

£450 divided by 365 days, being the year ahead, = 1.23p per day. So, all a person you sign up to this programme need do is increase profits for your organisation by 1.23p per day over the next year to cover your investment.



Positive thinking is more than just a tagline. It changes the way we behave. And I firmly believe that when I am positive, it not only makes me better, but it also makes those around me better.”

Harvey Mackay
Top businessman, author and speaker

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