

Management & Leadership Development

The classic scenario runs like this, a highly skilled worker, who has consistently excelled in their role, is rewarded with the added responsibility of a managerial position, but they are not given any further guidance. Their job is entirely different, but without appropriate training to prepare for the role's shift in focus the manager is being thrown in at the deep end.



This is the world of the accidental manager

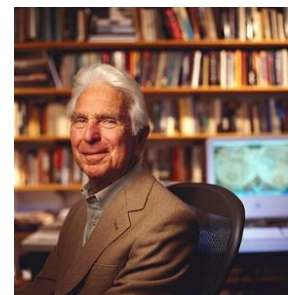


“The principles of management are stunningly simple, yet so few get it right,” says CMI chief executive Ann Francke. “Being a good manager is about training and practice. A natural runner may have a talent for running, but they won’t win a race or complete a marathon without practice and training. The same is true for a good manager.”

Transforming accidental managers into conscious leaders

“The most dangerous leadership myth is that leaders are born – that there is a genetic factor to leadership,” said the late Warren Bennis, a US pioneer of leadership studies.

*This myth asserts that people simply either have certain charismatic qualities or not. That’s nonsense; in fact, the opposite is true. **Leaders are made rather than born.**”*



Managers, leaders, and those aspiring to these positions are crucial to the success of the business. Finding time to learn and develop is like finding a needle in a haystack! Our flexible programme allows everyone to commit to as little as [three hours a month](#) for CPD or [eight hours a month](#) for a qualification.

Our Solution

The Virtual Learning Academy have been designing and delivering management and leadership programmes for 10 years. We utilise all the resources from our accreditations with the Chartered Management Institute (CMI) and the Scottish Qualifications Authority (SQA) to provide high quality, flexible learning programmes, delivery methods and support.

To date we have supported over 300 managers and leaders across Scotland.

From all our experience we have created a very innovative and flexible programme. It includes the topics which we have been told have the biggest impact on performance. It can be used to develop managers, for simple CPD or for gaining a management qualification. We are proud to present our solution for transforming accidental managers into conscious leaders.



programme of CPD Management events

Each month we will cover a key topic crucial to management and leadership development. There will be three events each month covering different aspects of the key topic. These are relevant to level of experience.

Each event includes

- Pre reading
- Attendance on two-hour online learning event (learning and discussions)
- Access to online learning content, tools and templates for that particular topic for two months after the event

Attendees will receive

CMI Certificate of Recognition:
Given upon completion of the programme to demonstrate their learning and commitment to Continuing Professional Development (CPD)

Costs

The cost is £155 per event or £999 for access to all events. For organisations requesting 3 or more attendees the third will receive a free place.
Alternatively you can attend any or all events if you are studying a management qualification with us. (This also applies to fully funded programmes). You will also receive one years free membership of the Chartered Management Institute.

Providing Leadership

8 th January	Introduction to Leadership	Key topics are the difference between management and leadership, leadership styles, characteristics and skills of successful managers and leaders.
22 nd January	Principles of Leadership Practice	Key topics are to distinguish between management and leadership, support organisational values by leading effectively and to use leadership skills to achieve organisational objectives.
5 th February	Strategic Leadership	Key topics are aspects of leadership, leadership motivations and behaviours, leadership context and vision and values.

Providing Vision and Direction

19 th February	Develop Your Organisation's Vision and Strategy	The aim of module unit is to enable leaders to know how to develop and influence an organisation's strategic direction through the development of a meaningful strategy.
5 th March	Develop Strategic Business Plans	The aim of this module is to consider the principles of strategic management and business planning. We will provide you with the tools to develop your own.
19 th March	Develop Operational Plans	This module helps to understand how to achieve the objectives in the strategic business plan by breaking it down into an everyday operational plan.

Achieving Results

9 th April	Managing People's Performance at Work	This module looks at how to contribute to organisational objectives by setting goals, monitoring performance and giving feedback.
7 th May	Managing Poor Performance	Not all poor performance is deliberate. Find out the root of the issue and develop techniques to support and guide employees to achieving goals.
21 st May	Leading & Developing People	Organisational success begins by placing the needs of people at the heart of the organisation. Learn how to create a culture to support successful performance.

Developing People

4 th June	Developing individuals and teams	This unit is about identifying the development opportunities of individuals and teams in order to meet team and organisational objectives.
18 th June	Coaching in the workplace	Key topics are to distinguish between management and leadership, support organisational values by leading effectively and to use leadership skills to achieve organisational objectives.
3 rd September	Coaching Skills for Leaders	This unit focuses on these specific coaching skills, techniques and approaches that are required by leaders to develop the knowledge, skills and resourcefulness of individuals.

Working with people

17 th September	Build effective work relationships	This module is about developing and sustaining productive working relationships with colleagues. Learn about the impact of personality styles.
1 st October	Managing team dynamics	This unit is about understanding groups and teams, their norms and development, and the skills of managing remote, displaced or virtual teams.
15 th October	Manage conflict in the workplace	Learn how to spot, manage, and resolve conflict in the workplace.

Innovation and Change

29 th October	Identify opportunities for innovation & improvement	This module is about identifying opportunities to develop new or improve existing products/services or markets or processes.
12 th November	Plan & implement change	This standard is planning and implementing your plans to change processes, systems, structures, roles or cultures.
26 th November	Engage people in change	This module is about engaging people – both those within your organisation and other stakeholders who are affected – in change processes.