

LEADERSHIP UNDER PRESSURE

Developing Emotionally Intelligent Leaders in a Changing World



“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

John Quincy Adams

BACKGROUND

In today’s complex and fast changing world, hard work and intellect can only take a leader so far. Good leadership under pressure is partly art and partly a set of skills and abilities that can be coached and learnt.

Leadership starts from within. Since Daniel Goleman’s ground-breaking work on Emotional Intelligence, we know that skilful self-management in times of conflict and stress is one of the best predictors of success.

Leading others through change and high pressure, by creating an environment of trust and reducing uncertainty is a major part of effective leadership. But what are the skills and abilities that we need to develop in order to become great leaders?

OBJECTIVES

1. Recognise leadership under pressure as a constant and necessary constituent of the modern workplace.
2. Appreciate the importance of Emotional Intelligence in the modern workplace and develop the emotional and people skills that drive effective leadership.
3. Improve Emotional Intelligence and channel moods and emotions in order to make smart decisions under pressure.
4. Explore what leadership means to you and learn invaluable practical skills from other environments.

APPROACH

Our bespoke leadership programmes are designed to coach anyone who aspires to improve their ability to lead and influence others effectively, in times of change and intense pressure.

We cover the theories and the science behind Emotional Intelligence. What makes us different is that a substantial part of our programmes is experiential. Participants will have the chance to learn and develop their leadership skills through practice, self reflection and discussion in a fun, practical and safe environment.

We explore leadership techniques and styles, by answering the question “How do I lead and how do I want to be led?”. We will tackle head on some of the difficulties faced by leaders in today’s fast moving and diverse workplace.

Our workshops are a mixture of empirical evidence, discussion and the chance to identify, develop and practice key leadership skills

DAY 1 TRANSFORMATIONAL LEADERSHIP

1. Transformational vs transactional leader
2. The principles of leadership
3. Effective communication
4. Authentic leadership

DAY 2 WHAT MAKES A LEADER

1. What is Emotional Intelligence
2. Emotional Intelligence competencies that drive effective leadership
3. Knowing and managing yourself and others
4. Leadership styles

DAY 3 LEADING UNDER PRESSURE

1. Creating certainty in an uncertain world
2. Dealing with change and navigating conflict
3. Effective feedback
4. Lessons from other environments

FOLLOW UP

1. One to one coaching
2. 360° feedback reports
3. Additional workshops, exploring in more detail key leadership competencies
4. Leadership resources

Our coaches share a passion for improving Emotional Intelligence and driving high performance in the modern workplace



Edward Watson

Edward is a graduate of Oxford University who upon graduation joined the Army and served seven years, finishing as a commander of a company of 150 men on active service in Northern Ireland. Upon completing an MBA with distinction at The London Business School, he moved into management consulting at Marakon working with FTSE 100 companies on strategy and business development.

Edward founded InnerDrive in 2006. InnerDrive is a mental skills company that helps elite athletes, teachers, students and business men and women develop their mindset and their performance under pressure in order to get the best out of their work and their life.



ADAPTAA

Alina Addison

Alina is an accredited executive coach (ILM7 and EMCC), has two first class degrees and 20+ years of business and leadership experience. Before training as an executive coach, Alina worked for 15 years as an investment banker with Rothschild, latterly as a Managing Director and Head of Trading. She is a qualified chartered accountant, having previously worked with PwC.

Alina has worked with coaching clients at Board level and has delivered workshops on various topics, including: “Leading with Emotional Intelligence”, “Working with Strengths” and “Managing Your Personal Brand”. She is an active member of key networking organisations, including ICAEW, everywoman and Adelaide Group.



Bradley Busch

Bradley is an HCPC registered Psychologist, who works with elite Premiership footballers. Bradley has worked with athletes from Team GB, culminating in them winning medals at both the London 2012 and Rio 2016 Olympic Games. His work focuses on helping athletes perform under pressure, so that they deliver their best when it matters the most.

Bradley is a partner at InnerDrive and specialises in performance under pressure and the implementation of Growth Mindsets in schools and in the workplace. He is regular columnist on these areas for the Guardian and the Daily Telegraph and is the co-author of “Release your Inner Drive”.

Testimonials

"The Emotional Intelligence topic was hugely relevant in the modern world and law firm partners could learn a lot! Alina's presentation style was engaging, approachable and successfully developed in an environment that involved the audience. Thank you very much!"

Partner, Squire Patton Boggs

"Alina's presentation style was very natural, engaging, with an ability to read the room. The style was casual, yet so informative, hitting on key points that I can take away with me and will stick. Thank you for a wonderful session - it was worth every minute!"

HR Director, KKR

"The Emotional Intelligence workshop was fascinating and important. It was based on solid academic research and stats, and presented very well. Alina is an excellent and credible speaker, with a palpable enthusiasm for her subject."

Managing Director, First Tier Investment Bank

"Thanks for a great session, the team were all really enthused by it. Just need to consolidate the 'Growth mindset' now, but a great start."

Senior Director at CBRE Global Corporate Services, EMEA

"This was a fantastic topic and the research findings were really interesting. Alina is a great speaker. Huge number of points covered in a short space and she covered enough to get me thinking and wondering where I sit with my own Emotional Intelligence. Some great tools to take away. Thank you. Very inspiring!"

Global Portfolio and Index Sales Executive, Nomura

"Thank you for a wonderful training session. Eight years of inventing this programme coupled with your life experience is a warranty of high quality! I would have wished having Growth Mindset book signed by you at the end of our session. Next time then!"

Transaction Program Manager - CBRE Global Workplace Solutions EMEA

"It was an inspirational workshop which I personally reflected on often. I know others did too. I highly recommend InnerDrive workshops."

Commanding Officer 1st Battalion The Rifles, after deployment to Afghanistan

"The workshops are presented in a clear and fun way. Good use of exercises and group involvement. Presented by two good people who put everyone at their ease."

First Capital Connect

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