

Introducing...



Turning leadership on its head in a
supportive and dynamic way

Leadership

Now is the time for modern leaders to shape up, sharpen up, engage with their organisations and with their clients in a way which really makes a difference. In tough times it is leadership which really must lead the way.

Modern leaders should have deep expertise and experience, a mix of incisive thinking and quick action, and an ability to understand the key drivers of their business as well as the absolute priorities. As if that is not enough of a challenge they must also know how to engage with others, inside and outside their organisations, and recognise that unleashing the talent and energy of others means prioritising time spent with people to create transformational organisations. Engagement has become their core leadership activity rather than a side-distraction.

Oakridge's challenge is to the outmoded notions of control and command, of distance, management by spread-sheet, unbridled ego's and self-importance. We turn leadership on its head in a supportive and dynamic way with leading-edge thinking harnessed to practical action to ensure leaders inspire and engage everyone in their organisation to achieve outstanding results and create productive, meaningful and inspiring places to work.

Services built on both knowledge and experience

Oakridge work's alongside leaders in a variety of ways including:

- **Board and director level development**
- **Engaging transformational leadership development**
- **Cross-cultural leadership development**
- **Leaders of change**
- **Top tips for new leaders and managers**
- **Executive coaching**
- **Leaders as coach**
- **Emotionally intelligent leadership**
- **Leadership team development**



Our approach

People and Process, hard and soft skills

Management of process includes consistency of approach, use of appropriate models and tools, and rigorous measurement of outcomes. Leaders need to be disciplined and methodical. Open-eyed and relentless, good leadership is essential.

Leadership involves inspiring people, certainly, but it is also ensuring that people are truly aligned to where the organisation is going, not just where it has been. Aligning the personal agenda to the organisational agenda is critical and a key leadership challenge, to make the future have meaning at all levels.

The hard-edge skills of leadership are vital. Knowing the market-place, identifying the trends and forecasting the future as well as managing the present, clear strategic thinking and decisive activity around the operating imperatives as well as a coherent and efficient organisational structure designed to encourage collaboration and accountability.

Equally the soft-skills create a culture where people thrive, want to create value, find meaning in what they do, feel inspired and motivated and with total alignment between their personal needs and wants and those of the organisation. Held within every organisation is talent and commitment; leaders nurture and unleash those capabilities.

Oakridge draws on the range of contemporary thinking, case-studies, and experience and bring a thorough and well-grounded knowledge of our field. But we know that leadership is a multi-dimensional activity. It cannot be confined to a single leadership model, a recipe book, an academic paper, nor a series of anecdotes and catch-phrases. It is a life-long commitment, often as much about finding imperfect solutions to pressing problems. Oakridge works with these realities and walks alongside those who take up the challenge.

Accepting the challenge and accountability of leadership

Our programmes are designed to enable leaders to become more self-aware, certainly, but also to be aware of the impact they have on others and how that impact may release talent and create value. We ask leaders to look again at their strengths to ensure they are using them to the full; equally we enable them to address some of the areas where they are far less effective. Our approach to leadership is certainly to encourage, but also to challenge.

Our programmes

Our programmes, therefore, cover the whole range of leadership activity but with a particular emphasis on Transformational Leadership, Engagement, and Emotional Intelligence. We provide our own thought-leadership in these fields as well as teaming with international experts to bring to our programmes a depth of knowledge and gritty practical experience.

The outcome

The outcome is that we enable leaders to accept the challenge and accountability, to develop their own leadership style and to achieve outstanding results by leading, engaging and working through others as well as their personal contribution.

“ Truly impactful. It has been a soul searching process for me... helping me to think/consider how life's experiences have shaped me and my beliefs, values and ways of working which led to a beginning of self discovery on my leadership qualities. ”

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