GrowthAccelerator - Leadership Training

High growth leadership development

Cool Ventures in collaboration with Quiver Management provides tailored leadership and management development for high growth business owners and managers.

The training is delivered by experienced business people and trainers, and will give managers a strong set of practical knowledge and tools to lead and grow their businesses successfully.

Tailored modular training

Each project starts with an initial meeting to discuss learning objectives and programme design. The client will together with the Cool Ventures trainer select which development modules should be included and any tailoring of the content (a list of standard training modules are shown below).

Cool Ventures will then design a tailored leadership development programme, including success measures and costs.

Embedding the competencies

Cool Ventures prides itself on creating real business benefits and impact through its training programmes. To ensure that the skills are embedded in the business training workshops will be followed by personal sessions with participants, to challenge and support them to apply their new skills in their own work environment.

The training takes place at the client's premises or a venue selected by the client, while the follow-up 1:1 support session will be on-site or by phone.

Adapting to changes in the business

We appreciate that high growth businesses evolve rapidly. The trainer(s) will liaise continuously with the client to understand any changes in the business and its environment. Through-out the programme the impact of the training will be monitored and feedback collected. Future training and individual support sessions will be adapted to take into account any changes in the business and its leadership development needs.

Evaluation of impact

At the completion of the training programme a formal evaluation against the original objectives will take place.

Funded training

Cool Ventures and Quiver Management are Registered Providers of GrowthAccelerator Leadership and Management Training.

Businesses on the GrowthAccelerator programme can therefore access matched funding of up to £2,000 for each senior manager in the business.

Leadership and Management Training Modules

Training modules	Key Elements	Length
Managing Rapid Business Growth	Business growth stages Understanding life cycles Planned versus emerging growth Managing uncertainty Looking out for Plan B Monitoring the environment Customers at the centre Building the team Leading people through growth Systems and processes for high growth Scaling up your business Managing the limiting resources Cash is king Alliances and outsourcing Using professionals	1 day
Developing Your Business Strategy	Mission, vision and strategic position Value proposition Business imperatives Competitive advantage Identifying, evaluating and selecting strategic options Engaging your team in the strategy development process Defining implementation steps	2 x ½ days
Coaching for Performance	Benefits of coaching in a high growth business Using coaching in the work environment Listening for improved understanding High quality questions for increased awareness and performance Structuring effective coaching conversations	1 day **2-month and 6-month open courses also available**
Leading Change	Change drivers Approaches to change management Communicating your change vision Leading the change implementation Change agents Engaging people Coping with change Monitoring change Consolidating gains	1 day
Developing High Performing Teams	Team or group? Characteristics of high performing teams The journey towards high performing The leader's changing roles Getting the most out of your team Decision making in teams Team development activities Managing 'difficult' team members Measuring team performance	1 day
Training modules	**Key Elements**	**Length**

Leadership and Management Training Modules

Managing Different Personalities	Recognising different personalities Using psychometric profiles Your own preferences and style Improving your communication and impact Getting more out of people Personalities in teams Managing 'difficult' personalities	1 day
Prioritisation and Time Management	Optimising efforts Prioritisation pit-falls From reactive to pro-active Goals and effective prioritisation Learning to say "No" Managing interruptions The dangers of multi-tasking Effective meetings Information overload Effective delegation Tools and techniques	1 day
Improved Decision Making	Improving quality of decision making Biases in decision making Speeding up decision making Complex, uncertain and risky decisions Decision making in groups Creating good alternatives Considering different perspectives Overcoming procrastination Decision making tools and techniques From decision to action	½ day
Managing Conflicts in the Work Place	Symptoms of conflict Common causes of conflicts Typical responses to conflict Addressing conflicts with confidence Conflicts in your team Methods and processes to deal with conflict Managing emotions When to involve a third party	½ day
Motivating Performance	Setting objectives Monitoring performance Situational leadership styles Understanding motivational theory Giving performance feedback Managing poor performance	½ day
Leading Meetings	Styles of meetings Preparing for a meeting Chairing and facilitating Keeping on track Making decisions Evaluating success	½ day

Leadership and Management Training Modules

Training modules	Key Elements	Length
Effective Communication	How communication work Understand the receiver / audience Barriers and filters in communication Effective listening Verbal and non-verbal communication Communication impact stages Communication tools and techniques	½ day
Presenting with Impact	Setting objectives Preparing the content Methods and styles of delivery Getting the message across to different personalities Presenting with authority and confidence Engaging the audience	½ - 1 day
Finance for Non-Financial Managers	Understanding the Profit and Loss report Understanding the Cash Flow report Understanding the Balance Sheet	½ day
The Balanced Score card	The reasons for using a balanced score card What to include in the scorecard How to create a balanced score card	½ day
Understanding Statutory Accounts	What are Statutory Accounts used for How to produce a set of Statutory Accounts How to submit Statutory Accounts What happens if I get them wrong	½ day
ROI and Key Ratios	What is ROI Why is the difference between ROI and ROCE What are the Key Ratios How do I calculate Key Ratios What do the ratios tell me about my business I don't already know	½ day
Making Finance based decisions	Improving the quality of decision making by using financial information Decision making in groups Creating good alternatives Considering different stakeholders Using financial information to overcome procrastination Decision making tools and techniques From decision to action	½ day