

# LEADERSHIP FOR MANAGERS PROGRAMME



**ENHANCE YOUR PERSONAL IMPACT  
AND PROFESSIONAL STANDING WITHIN  
THE PENSION INDUSTRY**





## MANAGERS WHO CAN PERFORM EFFECTIVELY ARE ESSENTIAL



## PENSIONS AND LIFETIME SAVINGS ASSOCIATION

**We are the Pensions and Lifetime Savings Association, the national association with a ninety-year history of helping pension professionals run better pension schemes.**

With the support of over 1,300 pension schemes and over 400 supporting businesses, we are the voice for pensions and lifetime savings in Westminster, Whitehall and Brussels.

We bring together a vast and diverse industry to find solutions to the many practical and policy issues we face. We give our members great events, training and other services.

We support our members and our member's members by focusing not only on pensions issues, but also on helping to develop the leaders of an industry that is vitally important to the lives of individuals and to the wider economy.

## McCarron Heal Ltd

**McCarron Heal Ltd has a wide experience of providing leadership training throughout the public and private sector.**

The Consultancy works with organisations in the UK, South East Europe, Asia and the USA. Clients include: Aviva plc, Rolls Royce plc, the Centre for Excellence in Finance in Slovenia, Watson Marlow Bredel Pumps Group, the OECD, and the governments of Scotland, Wales, Serbia and Croatia.

While many working within the pensions industry acquire technical expertise and excel in their choice of discipline, smaller numbers become industry leaders or develop an industry profile.

Drawing on experience with multiple disciplines, McCarron Heal Ltd offers pensions' professionals the opportunity to develop their influencing skills and to learn how to lead colleagues in the increasingly diverse and competitive pensions industry.

**The partnership between the Pensions and Lifetime Savings Association and McCarron Heal Ltd will offer those working within the pension industry the chance to develop as managers and senior industry professionals.**



*“We know from working across financial services that the most senior and successful professionals are not only technically accomplished but are respected for their relationship building abilities.*

*When we work with people from across the pensions’ landscape we focus on helping professionals develop critical influencing behaviours which enhance their own ability to build productive relationships and at the same time contribute to their organisations’ overall effectiveness”.*

**BRENDAN MCCARRON**





# LEADERSHIP FOR MANAGERS PROGRAMME

This programme is suitable for pensions industry professionals new to management or experienced managers interested in refreshing their skills. It is an excellent opportunity to learn how to accelerate your career and how to raise your profile within the pensions industry.

## WHY ATTEND?

The leadership for managers programme is designed to enhance your personal impact and professional standing within the pensions industry. You will work on real-life issues from your own workplace to develop your leadership, influencing and decision-making skills.

The programme provides you with direction and structure for discussions and helps you to see work situations from different angles. It encourages you to generate new ways of tackling and solving problems. You will identify how to enhance your personal impact, effectiveness and professional standing.

## KEY PROGRAMME FACILITATORS:

- ◆ Brendan McCarron
- ◆ Ian Briggs

## DATES

### WORKSHOPS

- 18 January 2017
- 13 July 2017
- 15 November 2017

### REFLECTIVE LEARNING MEETINGS

- 01 March 2017
- 25 May 2017
- 21 September 2017
- 10 October 2017

### NETWORKING DINNER

- 14 November 2017

## FEES

- £2,900 +VAT - PLSA members
- £4,795 + VAT - non-members



# OUTLINE

Three one-day workshops setting the scene and exploring the meaning of leadership using structured exercises, toolkits and case studies. Senior industry professionals will also share their experiences and highlight problem solving strategies pensions' leaders use.

In between the workshops you will attend four one-day practical learning meetings, where working in small facilitated groups, you will learn how to improve your management of current 'real world' complex leadership issues.

The programme is spread over five to six months giving you the opportunity to work with leading pensions' practitioners, experienced facilitators and fellow participants on personal leadership, influencing and decision making strategies.

## TOPICS

- ◆ Self-awareness eg how I come across to direct reports, senior management and other pension professionals.
- ◆ Influencing and leadership strategies.
- ◆ Situational awareness and appropriate decision-making.
- ◆ Recognising communication problems impacting on decisions.
- ◆ How teams develop internally and externally.
- ◆ Improving team work.
- ◆ Personal development strategies and how to adapt these into team strategies.

## AFTER TAKING PART IN THIS PROGRAMME

### You will be able to:

- ◆ Recognise why there is a need for self-aware influential leaders.
- ◆ Determine how your degree of influence is identified in your own organisation.
- ◆ Identify your own learning and development priorities.
- ◆ Demonstrate an awareness of how to understand colleagues needs individually and in teams, and how to influence this.
- ◆ Recognise how improving your influencing skills and personal impact will resolve real issues from your workplace.
- ◆ Identify and address your possible communication and information blind spots.
- ◆ Identify solutions for your real-life workplace issues and strategies for dealing with them.
- ◆ Create realistic and sustainable personal development strategies.



## FACILITATORS

### BRENDAN MCCARRON

Brendan McCarron is a consultant and writer on management who began his working life as an Army Officer and after completing a full time MBA. His career then took him into senior positions in the public and private sectors and consultancy.

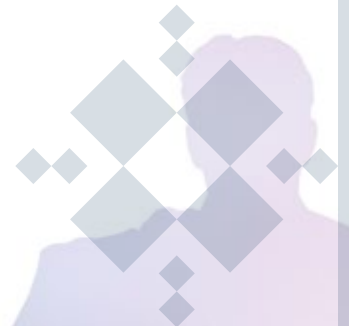
He works with organisations in the UK, South East Europe, Asia and the USA. His clients include: Aviva plc, Rolls Royce plc, the Centre for Excellence in Finance in Slovenia, Watson Marlow Bredel Pumps Group, the OECD, and the governments of Scotland, Wales, Serbia and Croatia. He specialises in leadership development, project management, and performance metrics.

He also designed and runs a Leadership Academy for serving and aspiring CFOs for a professional accountancy body and in 2011 was appointed an Honorary Senior Fellow of the University of Birmingham.

### IAN BRIGGS

Ian Briggs has over thirty years' experience working at a strategic level in private and public sector organisations including News International, At Kearney and the Improvement and Development Agency before being appointed as Senior Fellow at the University of Birmingham. His key research interests are around the development of effective people in a variety of organisational and political settings.

He seeks to extend our understanding of what makes people effective through developmental interventions. His consultancy work is mainly around developing innovative approaches to help senior and midcareer executives across all sectors understand and exploit their knowledge and experience. He also works with Brendan on the professional accountancy body's Leadership Academy for serving and aspiring CFOs.







## **DELIVER PERFORMANCE MANAGEMENT AND MOTIVATION**



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