

Core Leadership Skills

with Martin Lunn, Director of Continuous Improvement, Collins Aerospace

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 2 Paddington Village, Liverpool L7 3FA

Background

Leaders are the single biggest influencing factor in creating the right environment to make a “Lean Transformation” happen. Their role in motivating people through the consistent application of “Core Leadership Skills” is critical to ensure the right behaviours and culture are developed.



Objectives

The purpose of this workshop is:

- To explain and understand the “Core Leader Skills” necessary to lead a Lean Transformation.
- Improve your understanding in diagnosing and following up on the required behaviours needed to motivate people and make change successful!
- Learn how to trigger the use of Core Leadership Skills through developing and visualising your own daily management routines.
- Develop and improve how you interact with others during your own management routines.

Related Materials

- [Core Leadership Skills Teach Poster \(Available Soon\)](#)
- [Core Leadership Skills Facilitation Guide \(Available Soon\)](#)
- [Core Leadership Skills Delegate Workbook \(Available Soon\)](#)
- [Core Leadership Skills Skill Level 1: Knowledge Online \(Available Soon\)](#)
- [Developing Lean Leaders at all Levels: A Practical Guide](#)
- [The Toyota Way To Lean Leadership](#)



Lean Enterprise Academy Limited

San Remo, 13, Trinity Square, Llandudno. Conwy. LL30 2RB U.K.

Tel: +44 (0)1600 890 590 Fax: +44 (0)1600 890 540 E-mail: info@leanuk.org Web: www.leanuk.org

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Topics and materials that will be covered are:

- Core Leadership Skills Teach Poster – Key Concepts & Learning Process
- Teach Poster Facilitation Guide – To Explain Key Concepts
- Delegate Workbook – Interactive workbook to record learning and progress skills.
- Actual safe practice of Core Leadership Skills during the workshop.
- Draft of Management Routines – to use back in your place of work.

Workshop Benefits

Through instruction, small group discussions, exercises participants will:

- Learn about the Core Leadership Skills of **Recognition, Coaching and Constructive Feedback** and the supporting models that help to assist any Leader to diagnose when best to use what Skills.
- We will cover and practice: -
 - **The Red Line Model** – Setting standard for process & behaviours.
 - **Three Types of Behaviour Model** – How diagnose types of behaviours.
 - **ABC Model** – How to deal with demonstrated behaviours.
 - **Situational Leadership** – How to hand off tasks to people & support them effectively.
 - **Recognition** – How to give personal, meaningful, and impactful recognition to motivate people to achieve more than the expected standard.
 - **Coaching** – The difference between teach and coaching and how to improve you coaching skills to get people up to performing to the expected standard.
 - **Constructive Feedback** – How to give meaningful feedback in a positive manner when people are not performing to the expected standard.
 - **The Cathedral Model** – How to use the Core Skills together effectively through having the right foundation and quality & quantity of use.
- The Management routines needed to trigger the use of core leadership skills.

Who Should Attend?

- Leaders, management teams, lean practitioners and lean teams wanting to accelerate and improve the capability of their own Lean Leadership skills.
- Leaders wanting to learn how to engage and motivate their team members to become self-reliant in problem solving & improvement activity.
- Leaders & Management teams wanting to understand their role in helping to sustain and accelerate the application of Lean Thinking & Practice throughout their organisation.
- Organisations at any stage in a Lean transformation that are struggling with:
 - Failures to sustain the results from past improvement efforts.
 - Behaviours that do not support change.
 - Holding people accountable for their performance & improvement.
 - Motivating people to engage in change.



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Notes

- **Attendance** – 1 Day Workshop
- **Class size** – Maximum 20 people per day
- **Timings** – Each day will run from 09:00 – 17:00 breakfast & registration will be available from 08:00
- **Cost** – £450.00 (excluding VAT) per delegate
- **Materials** – A PDF copy of the materials will be available via the Lean Enterprise Academy website
- **Facilities** – Breakfast, refreshments and lunches will be provided by LEA

FREE 1 Year Individual Learning Platform Subscription to the LEA Learning Platform! You will be sent an email with a discount code for the subscription once you have purchased the workshop. Learn more about the subscription [here](#).

We can also run these workshops in-house at your convenience, if you would like to explore this option, please contact us at info@leanuk.org or submit a contact form [here](#).

Follow up (optional)

LEA provides an ongoing mentoring service for organisations involved in making Lean transformations. Lean Transformation Master Plans, supporting A3s & VSM's developed by the organisation can be reviewed at 30/60/90 intervals. This provides the organisation with help and direction in sustaining the learning from the workshop process and helps highlight further learning opportunities that can be pulled, as and when required, by the organisation.

Book online at www.leanuk.org

The lessons learnt during this workshop fit within all elements of the Lean Transformation Framework



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