



# Leadership Development

Consult Avila's approach to developing the leadership capability necessary to thrive and succeed in an increasingly competitive environment is fourfold:

## *Assessing capability*

Before beginning we assess the the leadership team against the roles and emerging business requirements. This is in the context of changes over time and the emerging requirements. The result is:

- A clear picture of what the roles need to deliver,
- The management competencies and behaviours required for success,
- An assessment of the current team against those needs
- A strategy for addressing them

## *Leadership coaching*

Specific personal skills are needed to face the challenges and complexities of today's work world. Avila professional coaching develops leaders in the context of their current jobs, without removing them from their day-to-day responsibilities. This enables them to:

- Discover and develop effective leadership styles
- Transform new and established work roles
- Recognise and channel formal and informal authority relations
- Apply and adapt skills to a variety of personal and professional settings
- Find answers to organisational conflicts and dilemmas

## *Developing a new leadership*

We employ tailored development programmes, blended with eLearning. Focussing on '*learning by doing*', the underlying principles are:

- Leaders at all levels are role models within their organisation
- Management performance is largely driven by personal skills and behaviours
- Behavioural habits are hard for individuals to break
- Limited self-awareness is a barrier to personal performance improvement.
- You get out what you put in.

## *Aligning personal performance*

To achieve challenging strategic aims, organisational leaders need to use real measures to determine what is actually happening within the business, allowing them to make leadership decisions rather than just management reactions. This requires:

- Effective balanced measures that reflect the business process requirements and reduce functional barriers.
- An invigorated leadership capability that understands and allows these to be implemented and analysed openly
- Actions that address root performance levers.

***We look for real-time solutions to real-time challenges. Our approach includes from a one-time meeting for specific problem-solving to an ongoing relationship aimed at long-term personal and professional change***