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CEO Strategic Leadership to Build Value

Benefits to Founders, CEOs and Investor Directors

Founders and CEOs with increased self-awareness, who are able to lead themselves and their team well, take a more strategic approach and build a values led culture for growth

Founders and CEOs who understand the investor's perspective, the benefit of a strong board and the role of the CEO at different stages of growth.

“Kirsty pours her passion for leadership development and clear communication into her programmes. There is a great energy and honesty that is fostered in the workshop and I've been inspired to communicate more clearly with my team, been challenged on how I lead, and become more focused on what the important tasks are of running a successful organisation.” Colin Hewitt Float

Overview

These workshops are specifically designed for invested companies to develop their leadership capabilities and understanding, develop a growth mindset and engage with others to set their companies up to build value, for a successful exit and achieve entrepreneurial wealth. They focus on establishing an understanding of themselves as leaders and the impact they have on their business, the benefits to growth of establishing a clear vision early, along with core values, a high performing culture, strong board and good investor relations to ensure a focus on building value. Moving on in the second series to focus on building high performance teams, identifying, developing and coaching potential, leading change and innovation and effective dialogue for impactful conversations and powerful feedback.

These will support founders to understand the perspective and role of investors and the board in these aspects of business growth and how to effectively engage and gain value from their investors and board. An Investor and Non-Executive Director will be invited to attend each of the workshops to support the investor and board perspective and development. Designed to be informative, engaging, and action orientated, taking a coaching approach, the workshops encourage peer learning, sharing of experiences and the development of trust and understanding, within each cohort which can continue as a strong peer network post programme. Participants will be encouraged to build a development plan for the series, ideally with input from their board, with between 2 and 3 personal and business objectives.

Series 1 Developing Yourself to Lead Well

For Founders, CEOs, Founding Teams with participation from Investor Director

Workshop 1

Setting your Leadership Journey Up for Success

Leading Vision, Values and Culture

Objectives

- Getting to know and understand yourself and your values as a leader
- Identifying your key strengths and who you need to surround yourself with
- Developing strategic leadership skills and business confidence
- Understanding and engaging with your investors

Workshop 2

Leading Yourself Well

Objectives

- Understanding the Challenges to being a leader and how to overcome these.
- Defining your key purpose and area of focus
- Effectively prioritising and leading yourself
- Effective delegation
- Developing your future role for growth

Date 1st February 2017 9am – 1pm

- Building an effective board
- Balancing entrepreneurial strengths and ability with leadership skills and abilities
- How to articulate and bring your Vision and Values to Life
- Understanding a high performance values based culture

Date 11th Jan 2018 2017 9.30am – 5pm

Link to book series available now

<https://www.eventbrite.co.uk/e/ceo-strategic-leadership-to-build-value-tickets-38809519317>

**Workshop 3
Engaging with Others Well
Objectives**

- Recognising and developing potential
- Good feedback and difficult conversations
- Developing listening , questioning and coaching skills
- Embracing constructive challenge in the boardroom
- Embedding your values and culture

Date 22nd Feb 2018 9.00 am – 1pm

In addition this programme includes 1 hour 1-2-1 coaching between workshops to support embedding the learning into practice back in your business

**Series 2 - Developing Talent and Teams to Build Value Strategically
For Founders, CEOs, Founding Teams with participation from Investor Directors**

Workshop 1

Building and developing high performance teams

Objectives

- Defining the high performing team
- Understanding the stages of team development and leadership styles through these stages
- Assessing where your team is now and where you want to go
- Understanding functional v dysfunctional teams
- How to develop trust and secure commitment
- Understanding how to effectively communicate
- Embracing conflict within a high performing team
- Developing and sustaining accountability
- Development of effective action plans to be deployed in the business

Date –21st March 2018 9.30am – 5pm

<https://www.eventbrite.co.uk/e/ceo-strategic-leadership-developing-talent-and-teams-tickets-38809258537>

Workshop 2

Effective Coaching, Communication and Development

Objectives

- Developing Coaching skills
- Developing influencing skills
- Developing effective dialogue for impactful conversations and great feedback
- Developing Leaders throughout the business
- Development of effective action plans to be deployed in the business

Date 24th April 2018 9am – 1pm

Workshop 3

Leading Change and innovation

Objectives

- The leader as a change agent
- Understanding the journey of change
- Innovative and creative problem solving
- Anticipating and identifying barriers to change
- Development of effective action plans to be deployed in the business

Date 15th May 2018 9am – 1pm

In addition this programme includes 1 hour 1-2-1 coaching between workshops to support embedding the learning into practice back in your business

Workshop Locations: Central Edinburgh

Cost Series LINC Invested Companies: £495 +VAT per delegate for the full series. One full day and two half day workshops and coaching

Cost Series Non LINC Invested Companies 1: £725 +VAT per delegate for the full series. One full day and two half day workshops and coaching

Bookings: To book please click on the eventbrite links next to the series workshops you would like to book. If the event has already reached capacity please add your details to the waiting list as this will allow us where possible to increase the number or add an additional workshop

Terms and Conditions of Booking Payment is required at the time of booking. No refunds can be given for cancellations you can however join one workshop in a following cohort if dates clash. Minimum numbers per workshop will be required for workshops to go ahead, in the case of a workshop being cancelled due to insufficient numbers you will have the choice of transferring to an alternative date or a full refund

Facilitator and Coach - Kirsty Bathgate

Kirsty is the founder of Gearing for Growth, a strategic business consultancy supporting high growth businesses to develop strong leadership; values led cultures, high performance teams and effective boards. An experienced SME CEO, having built, led and exited a leading short break tourism business, with over 20 years experience in growing businesses, leading and coaching both, individuals and teams, who is passionate about supporting founders and leaders to achieve their potential and that of their business and team. Having worked with over 90 businesses across a wide range of sectors she is an Association for Coaching accredited executive coach, with a strong commercial focus, an accredited user of DISC psychometric profiling an experienced user of 360 degree tool and also holds a Certificate in Coaching from the University of Strathclyde, an International Coaching Federation Accredited Coaching Practice Certificate and a Chartered Institute of Marketing Postgraduate Diploma. Kirsty also actively participates in ongoing CPD and mentors for the Princes Trust Youth Business Scotland, E-Spark, is a trustee for Cyrenians and a module Leader for MSC in Entrepreneurial Leadership at Edinburgh Napier University.



Further Information or Questions

Email or call Kirsty Bathgate on kirsty@gearingforgrowth.com 07425 629816

What the Founders and CEOs say

"I found the course, exceptional. As a self-starter, it's often a lonely isolated place to be and the management style you bring into your business is often a mirror of how I cut my teeth many years ago. I found the course brought me into a new way of thinking and a way that investors in my business and at board level will easily understand. I think it made me feel that I'm armed and equipped to lead a modern vibrant business with new younger people, where before I could find myself almost making it up at points and banging heads with people through frustration."

"These 2 days have had a dramatic effect on my business leadership approach. I can now develop my leadership style against best practice, where it's been a bit of suck it and see over the years. One word sums it up...Fantastic"

"I found the Gearing for Growth Program stimulating and invaluable. The opportunity to share issues and challenges with peers was both useful and insightful as the sharing often helped me to arrive at solutions on my own without input from the group or the coach. The one-to-one follow ups with Kirsty were also extremely useful as she doesn't give answers - she guides towards finding your own answers which is the way executive coaching should work."

I would thoroughly recommend this program for both new and experienced Executives who want to lead as opposed to manage their organisations." **Angus MacFadyen Pufferfish**

"Kirsty Bathgate creates workshops that challenge and motivate CEOs like myself to examine their leadership styles and to look at ways in which we could lead better."

I found the workshops to be a fantastic way to step out of the business, without having to spend too much time away, and to reflect on areas in which I could grow as a leader."

It was useful to have a blend of both group sessions and one to ones. I also found that Kirsty Bathgate created an environment in which both CEOs and non-execs could be open and honest, which was very powerful in the context. I couldn't recommend it highly enough to those looking to participate in future workshops" **Alison Grieve G-Hold**

"The sessions with Kirsty have been really useful. After each session I have come away with action points to implement, I've thought about new things, or I've thought about challenges in a new light that has allowed me to solve the problem. Kirsty is great at equipping you with the tools you need to fix your own problems and come to solutions by yourself. I can already see the benefits in my business of working with Kirsty." **Rebecca Pick, Pick Protection**

"I've found the programme to be extremely valuable for encouraging me to analyse the role that I'm in and most of all, to take practical steps to improve its effectiveness. All delivered at a pace that kept me engaged and multiple layers of content to think about between sessions. Discussing with the cohort generated lots of insights and was very enjoyable too."

"As for the coaching – this was genuinely revelatory! Kirsty's questioning led me to find solutions where I thought none were possible – a very effective technique and of huge practical help to me". **Catherine Breslin TTO Strathclyde University**