Creative Leadership Programme
For Outstanding Impact in Leadership

Creativity provides opportunities to be innovative and inspired, to think more clearly, to solve problems by looking at them from a different perspective, to express unique ideas and reach new understandings. Who wouldn’t want all this for every leader? And yet, where do we start if we haven’t had outstanding leadership experiences ourselves?

Our Creative Leadership training is designed for middle and senior leaders seeking to become aspirational in their leadership. By exploring the characteristics of creative and critical thinking, emotional and cultural intelligences, higher order cognitive skills, active listening, team building, change management, conflict resolution, and transformational leadership strategies, we will build a powerful toolkit to extend and diversify your leadership skills and significantly improve engagement with your staff, board and clients.

Earlyarts training consultants have combined their 30 years of expertise in the corporate, education, neuroscience and cultural sectors to provide a unique and exhilarating leadership experience.

Whatever position we hold, whatever our job title, we all have a responsibility to lead with authenticity, passion and purpose. By using creative approaches to enhance focus, environment, communications, learning styles and performance, the Creative Leadership programme will enable your staff to make an intelligent and responsible difference to the delivery of your vision.

As well as being positively challenged we expect that, through this course, you will be able to foster a spirit of innovation, a highly co-operative team, and a climate of creativity as well as having a lot of fun.
# Programme Content:

## MODULE 1

### Developing your Social and Emotional Intelligence

**Mastery of courage, empathy, integrity and self-awareness**

In this module, you will explore the core competences of social and emotional intelligence from the pioneers Daniel Goleman, Dr. Richard Boyatzis (Case Western), Howard Gardner (Harvard), Peter Salovey (Yale), Edward de Bono and Jack Meyer (New Hampshire), to enhance your position as expert leader and driver of your organisation’s development.

By the end, you will take away a deeper sense of yourself and your specific strengths as a leader, as well as new strategies that can be put into place straight away. In particular, you will understand:

- the importance of emotional intelligence in leadership,
- how to establish a core baseline of values and purpose,
- how to retain self-belief, even in the most challenging of environments,
- your own areas for development through 360° assessment,
- how to deal with complex challenges and make decisions with clarity, integrity, courage and empathy,
- how to harness your moral purpose to motivate and mobilise others.

## MODULE 2

### Creative Leadership Coaching

**Unlocking your insight, resilience and resourcefulness as a leader**

In this module, you will learn about creative leadership coaching as a core skill to enhance your team’s ability to work with each other, diminish unhelpful behaviours, communicate successfully at all levels and increase your impact as a leader.

By the end of the session, you will take away a range of both strategic and practical approaches for leadership coaching that will make you a more effective and reflective leader within your teams. You will have learnt:

- a range of strategies to develop active listening and reflective questioning skills,
- techniques to scaffold and coach colleagues in different scenarios, using the renowned GROW coaching model,
- approaches to getting the best out of your colleagues by building trust and manage conflicting agendas,
- the foundations for leading with authenticity and supporting each other’s work more effectively.
In the third module, we adopt different creative approaches designed to foster a true spirit of innovation and creativity in your teams. You will be able to visualise your best intentions from a different perspective, engage in effective team building and explore new ways to plan, grow and solve problems along the way.

By the end of the session, you will take away a range of both strategic and practical approaches for harnessing your team’s creativity. These will enable you to develop a clear and measurable purpose that will have a positive impact on productivity, enabling you to feel more fulfilled. In particular, you will:

- discover what inspires and motivates your team members,
- clarify the leadership styles, aptitudes and resources needed to reach your organisational vision,
- know how to use creative tools to involve your teams in solving problems, and what to do when it all goes wrong,
- be confident in using imagination and creativity as a tool for developing staff enthusiasm and engagement,
- be able to harness moral and creative purpose, leading to highly motivated teams.
In summary, across four creative and stimulating days of learning, your staff will have new tools to put into practice with their teams and will have shared approaches and a real understanding of how to develop their leadership capabilities. In short, this inspiring and adventurous training will help middle and senior leaders build excellent practice in the workplace to develop highly effective leadership behaviours.
Delivery of the course

This course is delivered by our two most senior trainers, Ruth Churchill Dower (Director, Earlyarts) and Amanda Pearce-Burton (Director, Formation training), with specialist expertise spread across neuroscience, arts, cultural management, media, leadership coaching and educational leadership. We are accredited in Relational Dynamics Coaching and Hay Group Emotional and Social Intelligence assessments, and will facilitate the reflection, critical thinking and deeper level understanding required for delegates’ roles so that it is entirely relevant to your work.

The expert presentations and workshop facilitation are supported by video case studies, current research, coaching sessions, practical exercises and assessments to stimulate learning by doing. If possible, we encourage our clients to book a suitably inspiring venue away from their normal place of work (such as a museum, gallery, theatre, dance or music venue) in order to ensure complete engagement in the course.

As well as developing a deep understanding of the field of leadership, all delegates will be invited to evaluate their learning through the use of Learning Journals and pre or post-module assessments. This will enable learners to reflect on what they have learned, how they can apply different techniques to overcome existing challenges, evaluate their learning progress, see the impact upon productivity and watch their leadership styles change as they incorporate more originality and creativity.

All course materials are provided by Earlyarts and each module has been designed to make it particularly relevant to educational leaders, and their professional practice needs. No specific arts or creative expertise is required of any delegate, and we encourage delegates to wear loose and comfortable clothing in all training rather than formal work attire.

Support Materials included in each module

- PDF of expert training slides.
- Background reading and further resources to support the training.
- Practical activities in different art-forms to build skills and confidence for daily use.
- Mapping templates to help map creative activities to different learning and leadership styles, and to support planning, visioning, problem solving and communicating.
- Reflection Wheel and Learning Journal templates to complete after each module and evidence the learning progress for each delegate.
- Certificate of Attendance for each trainee on completion of the course.
Client Testimonials

This was a fantastic course from beginning to end. I have learned so much about myself and others, and I now leave with a newfound confidence in myself as a leader. By far one of the best courses I have done this year. **Elise Boileau, Cultural Manager, UCL Qatar**

Awakening the imagination is the most wonderful thing a trainer can do, and you certainly did that with us! **Anne Jones, Director, Leasowe School and Nursery**

I was hugely inspired by the instructor herself. Inspiring in all manors, I learned so much from Ruth because of the way she engaged with her delegates. **Mohamed Al Rhoomi, UCL Qatar**

Your training was truly inspiring from beginning to end. The things we have learnt will live on and continue to influence and enhance our thinking and develop our practice. Thank you for the affirmation and for the food for the soul which today provided. **Marian Fraser, Head of Education, Cheshire County Council**

This training was eye-opening in terms of the self-awareness I experienced. I was able to assess my leadership capacities and saw what could be improved immediately, to great effect in my team. **Baddreya Alshehhi, Head of Education, Sharjah Museums Department**

Thank you so much, I believe that this was one of the most inspiring and timely pieces of training I have ever experienced. I would be honoured to work with you in the future. **John Byrne, Head of CSR, Manchester University**

At first I came with no expectation but I was soon impressed by the knowledge I’ve learned because I was able to go home and explain to my father (a highly esteemed Qatari leader) what makes a great leader both emotionally and intellectually, and he agreed. **Mohammed AlMuhairi, Author, Qatar**

What a wonderful opportunity for developing our creative leadership. All we have learnt today has great potential to influence development of our service for years to come. I’m proud and grateful to have been a participant. Thank you for the opportunity. **Barbara Nicholls, Manager, National Child-Minding Association**

Course Costs:
£9,500 + VAT / AED 43,500 for all four modules. This includes our two senior trainers at your disposal for all four days, course materials, frameworks and resources plus all required insurances. Travel and accommodation is payable in addition to the course fees. Max no. delegates = 30 (equivalent to £79 / AED 363 per delegate per day). Groups of settings are welcome to share course costs.

To discuss how the Creative Leader can transform your team, please contact Ruth Churchill Dower, Earlyarts Director, on ruth@earlyarts.co.uk or on skype: earlyartsflyingstarts.