

# **BOLD WOMEN LEADERS**

## **Total Team Solution How to become a Winning Team Catalyst**

**For leaders driving change and higher team performance  
to deliver accelerated organizational results**



**Only 15  
places available  
per programme**

**Call us on  
07711 599 091  
to register**

**A practical implementation programme for experienced executives, leaders and up and coming future talent, who can take your organisation to the next level, and fast!**

**Proven techniques to help you create happy, hardworking, productive and dynamic teams that delivers the results you're after!**

**[www.boldwomenleaders.com](http://www.boldwomenleaders.com)**

**TEAM:** A team is a small number of people with complementary skills who are committed to common purpose, performance goals, and approach for which they hold themselves mutually accountable.

The Wisdom of Teams; Creating the high-performacne organisation,  
Jon R Katzenback, Douglas K Smith

## Do you feel like getting your teams focused and delivering results is like **pushing a boulder up hill and it keeps rolling back down again?**

Let's face it, it isn't easy to get teams firing on all cylinders, whether you need to revive a flagging team, turn around a team that is underperforming, want your team to step up to a new challenge or need your teams to collaborate across the organisation. It is difficult to know where to start and you are never sure if what you are doing will work. After all you have tried a lot of things already and whilst things might have improved for a while it didn't last. It is even more difficult if your teams aren't getting on, not co-operating or bickering and fighting. And of course you are the one left carrying the can!

This practical and insightful programme will transform your experience of dealing with teams that are performing below par, coasting along or at loggerheads. It not only equips you and your leaders with knowledge and skills, it builds confidence and motivation so that you can put your new found skills into action back at the ranch. You'll not only have happy, hard working, productive and dynamic teams that deliver the results you are after, but you will be more relaxed knowing everything is being handled. And you'll have energy left over to attend to those other things that you have neglected that matter most to you.

In this programme you will discover proven approaches and strategies that can be applied to any team in any organisation - executive and leadership teams, functional teams, matrixed, dynamic and virtual teams. You'll learn how to get everyone pulling in the same direction with energy and enthusiasm. You'll learn how to get the best from each individual and identify and remove the barriers that prevent you from succeeding. And you'll know how to turnaround any form of conflict, from lack of co-operation through to in-fighting.

Learn how you can engage your team and expect **18%** higher productivity rates (Gallup 2006) and increases in revenue up to **300%** (Towers Watson 2012)

From years of leading teams ourselves and working with hundreds of team leaders we have discovered the secrets to creating a winning team. We know specifically what the team leader needs to do and how they need to do it. Many of these techniques cannot be found in any other programmes or book. Some of them are unconventional.

We cut through the mass of conflicting ideas to show you what works in the real world. This programme is packed with practical tools and strategies that you can adapt to your own situation. We'll demystify the whole complicated area of getting results from your team, and distill it all down for you so you can identify what is working, and what you need to change - fast!

With the emphasis firmly on results, we will help you to tailor and implement these methods so that they will work for you, your teams and your organisation.

### Places are LIMITED TO ONLY 15 ATTENDEES.

You will also have the support of a group of people who are going through similar issues to you and act as your trusted advisor, sounding board and ideas generator. Your journey to getting results from your team starts here.

Call **07711 599 091** to reserve your place  
or email [anne@boldwomenleaders.com](mailto:anne@boldwomenleaders.com)

## Problems you'll solve by attending this programme:

“I shoulder most of the load and end up working way too hard. I can't keep it up much longer.”

You'll learn a step by step process to kick start your team into firing on all cylinders and going beyond your expectations. You will uncover the best way to get your people to solve problems and seize opportunities of their own accord leaving you with time on your hands!

“They won't do things the way I want them to and I'm having to do it all myself.”

Uncover what you are doing that is tripping you up and everyone else too! Find out the secret to getting others to come up with even better ways of doing things than you could ever have imagined.

“Blaming, backstabbing, bad mouthing and bickering within and across teams.”

Never put up with bad behaviours again. You'll know how to deal with inappropriate behaviours and make things better, not worse. You will discover a practical method to ensuring everyone in your team is motivated to work together and are able to challenge each other constructively.

“People are underperforming and I don't know what to do or say for fear of making it worse.”

You will learn a simple model that'll mean you'll never again be afraid to say what needs to be said. You will learn an effective system for creating a comfortable, safe place where people can contribute and feel they can put their hand up if they are struggling.

“Deadlines and opportunities are missed, people are not doing what they should be and they could do it so much better/faster/cheaper..”

You will know how to uncover the real reasons why people aren't going the extra mile and discover how and when to use different strategies so your team step up.

“They're paying lip service, don't complete things, keep their heads down and just keep doing things the same old way.”

You will know the foolproof formula to wake people up to the realities and challenges that they face and the consequences if they don't adapt.

“We're all tired, under a lot of pressure and the cracks are starting to show.”

Take back control! You will know how to ensure your people are happier, less stressed, feel involved and enjoy work more.

“People are flat, withdrawn, complaining, demoralised and don't want to be part of things.”

Discover the rules of engagement that stops the doom and gloom attitudes and invigorates your team to see new possibilities.



## Introducing our Founder and Principal Programme Leader

Anne Dargan is an international award-winning professional coach who has helped hundreds of leaders get better results from their people and teams.

She has designed and delivered leadership development programmes for both local and global organisations including IT Companies, Engineering Companies, Solicitors & Law Firms, Accountancy Firms, Financial Services and more lately the Hospitality Sector. She helps CEOs, business owners, managing directors/partners and leaders from across the public and private and voluntary sectors. Her clients are diverse and include AES, BT, Capita, The MAC, Mirror Group, Local Councils, Foreign Office, Christian Aid Ireland and Concern Worldwide.

She started her career in BT leading small IT delivery teams, then leading large diverse programmes with geographically spread teams in Europe and Asia and ended up leading transformation programmes engaging individuals and teams across the business worldwide to step up to meet challenging corporate goals. Since 2008 she has specialised in helping others building high performance teams

She is not only “been there and done that” but is “still there and doing it”! As much a leader as a coach/facilitator she understands the real problems leaders face when trying to get exceptional results from people and teams. She has tried, tested, made mistakes, and then tried and tested again. So she knows what works and what doesn’t and draws upon this experience in her programmes.

She is committed to providing participants with real practical tools which they can utilise immediately to achieve their business results. What this means is that her clients get a sure fire shortcut. They get an honest appraisal and direct guidance on the critical few things that will make the biggest difference that will endure in their particular situation. They don’t waste their time/money investing in things that won’t work or are just a quick fix.

### This is what clients have said about Anne:

“Anne has a very refreshing approach, providing insightful advice and encouraging clear, positive thinking. Her relaxed style and objectivity challenges you to identify the key issues and form a clear way forward.”

**Paul McCusker, Vice President, AES EMEA**

“What’s so unique about Anne is that not only does she get results but she makes it all so enjoyable too.”

**Rosamond Bennett, CEO, Christian Aid**

“Most useful thing was the input from Anne, I liked the “off the cuff” flexibility and all round knowledge of Anne.”

**Anne McReynolds, CEO, The Mac**

“Anne creates an open and dynamic environment. She is more than just a facilitator, she brings herself - the human touch.”

**Finola O’Kane, Client Services Director, Capita**

Clients experience a turnaround, a shift to enthusiasm and optimism. Relationships improve. People are inspired and committed to go the extra mile. Better results are inevitable!

# How to become a Winning Team Catalyst

What you'll learn on the programme:

## A sure fire short-cut to better results

- Don't let the one mistake most leaders make send everyone off in the wrong direction
- What team leaders should do first and foremost to get better results
- 4 things that derail your results, and how to overcome them

## Share the load once and for all

- How to take your team to a whole new level without exhausting yourself
- The specific questions to ask to get people to get on with things
- Help your people spend time on the right things: 6 questions every manager should ask

## Get your team to play ball

- One simple technique to uncover what's stopping people from doing what you want them to
- A practical guide to get people on board fast
- Every move you make, every step you take, they'll be watching you: why you must walk your talk

## Get people to step up a gear

- 3 mistakes even the best managers make to stop their people from fulfilling their potential
- Crank up commitment, cut back on coasting: 3 things you must do to get people to step up
- Why there's a gap between what you want people to do and what they actually do

## Approach feedback conversations without guilt or dread

- A sure fire approach to saying what needs to be said without being rude or upsetting

- A mental trick to help make giving constructive feedback easier
- 4 reasons why people avoid having performance conversations, and how to overcome them

## Get out of your own way

- How to prevent your baggage killing you and your team
- The antidote to self sabotage: Know what you do to trip yourself up and how to stop it
- How you are contributing to issues on this team and how to overcome this

## Ease the tension

- Why there's a whole lot of tension in your team and 1 way to diffuse it instantly
- The 5 critical things you must do to make difficult conversations easy
- How to handle conflict without making things worse
- How to cool down a heated discussion

## Build a healthy team

- Motivating your people takes more than setting smart goals and saying thank you
- The number 1 thing you must do to improve team morale
- How to not make things worse for stressed out people
- **If you're not making it safe for your people to speak up, you'll never find out the truth**

## Overtake overwhelm

- 3 things that encourage people to dump their problems on you, and how to overcome it
- The right way to use JFDI
- 4 things that make you overworked and stressed, and how to overcome them

Just a sample of the companies who we have helped build winning teams: **AES, CAPITA, Christian Aid, Diageo, Alzheimers Society, Proparamedics.**

## What people say about us:

“I’m more confident and equipped when dealing with different types of conflict. I see myself as more assertive and direct when needed. I can engage with middle management on improvements going forward.”

**John Ross, Business Owner, Green Town Environmental**

“If only 30 years ago, I knew then what I know now, I’d have had a lot less stress and hassle! Now people are involved in addressing issues and because we all have a different way of thinking we always come up with something better. I have found the experience stimulating. I now take time to think about how to manage a situation. No more knee jerk reactions which helps manage stress. My fear of having difficult conversations has been removed. The results have been amazing. Our team is working so differently now, all our meetings are focused on the outcome. This takes time, but once you “get it” it is way more efficient.”

**Heather Hamill, Director, Proparamedics**

“I’ve already made some major changes. I had a session with the rest of the team, I did it differently and the effect was amazing. Everyone is all fired up.

**Partner, Law Firm**

Through empowering my team I can free up more of my time be more strategic and add value to the organisation. I believe I have the knowledge and tools to be able to engage fully with my team to enable them to explore the possibilities and develop solutions, making them much less reliant on my input.”

**Anne Watson, HR Director, McAvoy Construction**

# Who will benefit from attending the programme

## Are you...?

- A business leader or executive or in a position of leadership responsibility who needs to build diverse and high performing teams
- A critical player who drives higher performance and has influence across the organisation and can address barriers to success
- Driving change or improvements across the organisation with no in-line responsibility for the people in the virtual, distributed or matrixed teams you must engage
- On an accelerated career path taking on leadership roles and want to get it right from the start
- A project or programme manager who is dependant on teams effectively working together
- Setting up a new team from scratch and want to hit the ground running
- Leading a team that is experiencing significant change
- A business owner who wants to grow your team and your business
- Responsible for a team that needs to step up to the next level quickly

If you have answered “yes” to any of the above, you will just love this programme! It’s filled with motivational, inspirational and practical techniques that you can adapt to your particular business situation.

**Call to enrol now  
on 07711 599 091.**

**WARNING!**  
Some of the material covered in this programme is unconventional, but we have included it because we know it works!

## What will **NOT** attending this programme cost you?

In the short term, it may appear that there’s nothing much to lose by not attending. You’re a busy person, and it may be hard to justify time away from your business.

Frankly, if you’re delighted with the results you and your teams are getting you probably don’t need to attend. But the fact that you have read this far that you probably aren’t getting the results you want. Even if the teams in your organisation are already working well, you may be losing opportunities, making expensive mistakes in terms of time, money and energy and taking way too long to achieve the results you know you could achieve.

This programme will provide you with everything you need to take your team results to the next level. You can either learn those skills and techniques the hard way (probably over many years) or you can let us show you the short cuts to success.

- Remember this programme was developed from years of first hand experience and the latest research on building high performing teams, and brings together the most practical step by step guide that you will not find in any other book or training.
- Remember you will be one of just 15 delegates receiving personal guidance to help you achieve your team goals with ease.

**You will be delighted with this programme and very soon achieving team results that up until seemed impossible. Enrol today.**

# Should you attend?

Have you ever:

- ✓ Told your team what to do but nothing changes?
- ✓ Tried all the good practice you already know and nothing is making a difference?
- ✓ Invested in lots of training and none of it has worked?
- ✓ Regretted the way you handled a difficult person or situation?
- ✓ Ended up doing it all yourself?
- ✓ Felt overwhelmed and not sure what to try next?

Would your company benefit if you could:

- ✓ Get your team to step up a gear?
- ✓ Get your team on board, doing all that you need them to do and more, and in less time?
- ✓ Create an atmosphere of trust and camaraderie and have everyone aligned and working together, pulling in the same direction?
- ✓ Have everything running so smoothly that you can focus on other more important matters?
- ✓ Create an environment that encourages people to stretch and develop?
- ✓ Drive shifts in mindset, attitude and behaviours?
- ✓ Successfully address and turnaround performance issues?
- ✓ Say what needs to be said to deal with the difficult stuff that inevitably comes up
- ✓ Eradicate all the excuses, complaints and finger pointing?
- ✓ Get people to go the extra mile, without you having to be on their backs?

If you have answered **yes...** this programme is tailor-made for you.

## Results you can expect:

- People stepping up and taking responsibility for delivering outstanding results
- Motivated teams who work hard and work together across organizational boundaries to get things done
- Greater levels of employee engagement and trust
- Improved relationships, co-operation and collaboration
- A new way of thinking
- Higher levels of performance

# What's included?

A 6 month programme designed with your busy schedule in mind.

## Plus 6 months implementation support!

The truth is we know that where most people stumble is putting new learning into practice. So we are going to stay with you as you get into action back at the work place. You won't get this level of support anywhere else!

## Attendance at 4 interactive and results focussed workshops

With a laser focus on specific, relevant and real life situations you face with your team, these workshops, will develop the practical skills and approaches you will want to put into practice right away. Most of which are a day or less to fit in with your busy schedule.

## A library of practical tools and templates

Use tried and tested methods, success strategies and practical processes that you can apply right now to your team and current situation, where and when it suits you.

## Monthly Peer Learning Calls

No more feeling like you're all alone, having a group of trusted advisors will help you to get the results you want from your team faster and easier. These calls keep the momentum and networking going giving you the opportunity to be completely honest about how you are progressing, where you are getting stuck and receive practical input and ideas that work.

## Online Networking Facebook Group

This networking group is perfect for connecting with other members of the TEAM community to ask questions, celebrate successes, receive and give support and encouragement.

## Optional Performance Booster Package

To get most benefit choose one or more options that best suits you:

- **Work one-on-one with a TEAM coach by phone or skype** to give you the opportunity to discuss concerns, uncover pitfalls and accelerators, discover solutions and get tailored one-on-one attention focused entirely on you with the purpose of you getting your team to where you want them to be faster.
- **Your coach will shadow you at work** during the programme at a mutually agreed time. They will observe you in action for half a day and then share with you their findings and coach you to be even more effective in your role as team catalyst.
- **Your coach will lead a session of your choice** with your team to accelerate results. Watch and learn.
- **Co-facilitate a session with your coach.** Learn by doing, receive feedback and boost your own performance.

Follow the programme and do the assignments and we guarantee that you will get results that will at least recoup your investment. If you don't, we'll work with you until you do!

**Register today! Call 07711 599 091**

# Our Vital Statistics

**99%** of our delegates would recommend our programmes to others

**83%** of our clients use our services again - the true measure of customer satisfaction

## 5 reasons why you should choose Bold Women Leaders

### Our programmes really work!

Clients report a noticeable change in attitude, skills and behaviour as a result of our programmes, not to mention tangible bottom line results.

### The results are lasting.

We've identified a core set of processes, behaviours, skills and beliefs that will get the best from your teams and have developed a unique way to successfully transfer them to course participants so they are equipped to deal with almost any team leadership scenario.

### We don't just provide information - we deliver the ability to put it into action.

Sometimes it's not enough to know the right thing to do. The hard thing is doing it. We hold your hand as you put the strategies into practice. A critical part of the process is helping you identify and remove hidden obstacles to success.

### We are specialists in getting team results - that's our business.

Many companies provide training in management and leadership that provide models and techniques but little by way of how to apply them. At Bold Women Leaders we specialise in galvanising teams into purposeful action. We support real learning that is applied back at base and we are with you every step of the way. We understand what really works because we have spent years researching and learning through trial and error how to accelerate and consistently achieve excellent team results.

### We're committed to your results because we measure our success by your success.

We can only consider ourselves to be successful when we've helped you to achieve the results you want. Whether you want better customer service, new and improved processes, services or products, or simply improved bottom line results we can help you achieve those results through your teams.

You can also bring our programmes in-house!

This programme can be brought to your organisation and customised to meet your specific needs.

Call us on **07711 599 091** to discuss your requirements and find out about our other courses on getting results from your team.