

# Business Leadership Programmes

High impact skills training from people who've grown & led successful companies

Maximising your potential - delivering business resilience and growth



PROGRAMME 1

## Business Leadership Academy

### What is it?

Now more than ever SME's need strong leadership and management to survive and thrive. BHP's Consulting team have all run and grown businesses themselves through good times and bad, and we've designed our Business Leadership Academy specifically for senior managers in SMEs.

We've shaped the programme to give you access to the insights, experience and tools we wish we'd had when we were growing our businesses. The programme has been developed to improve senior managers' ability to;

- ✓ Build resilience and agility - for themselves, their teams and the business
- ✓ Navigate change, overcome challenges and break down barriers to growth
- ✓ Understand the key building blocks of business success
- ✓ Focus on sustainability and adaptability to pivot products and target markets
- ✓ Develop their own leadership and management capabilities
- ✓ Maximise productivity, employee motivation and engagement
- ✓ Increase shareholder value
- ✓ Develop a growth mindset to deliver increased performance, revenue and profit.

The four face-to-face days of the programme are broken down into manageable, focused and interactive sessions, focusing on key leadership and business challenges. They're run over a six month period to ensure minimal disruption to your usual business operations.

*I haven't come across any other programme that successfully combines all the elements that make the difference in achieving business growth in the same way this one does. The content was excellent - expert, practical and focused specifically on SMEs. The fact it was delivered by people who've successfully grown businesses themselves brought huge credibility and made it all the more valuable.*

**William Beer**  
Tunley Engineering

*Very inspirational course. Excellent content and tailored towards SME's.*

**Luke Richardson**  
Johnsons of Whitley



**KEY FEATURES**

Days 1 & 2	Days 3 & 4
<p>Decode elements such as how to structure your business and teams - so you can adapt to change, stay resilient and accelerate growth. We demystify corporate governance and look at how to develop your mission and strategy – translating it into practical and deliverable plans which are all explained and tested. We cut through the background noise to tackle the real challenges SME's face.</p>	<p>Focus on the core elements of developing leadership and management skills to get the best results from your people and increase motivation and productivity. We focus on techniques to increase levels of resilience, efficiency, performance, engagement and wellbeing in your teams, and how to improve your personal confidence and effectiveness in times of change.</p>

In summary the programme shares best practice and the latest thinking, combined with first-hand, lived experience. The result is a programme that 100% of people who've done it said they would recommend to other managers.

*I would definitely recommend this course to other managers. You learn so much from someone who has such a lot of directly relevant experience, who is excellent at the delivery of the information, but is also informal and encourages debate*

**Steve Laybourn**  
Nationwide Stainless

**ADDED VALUE**

**What makes it different?**

It's designed and delivered by people who've successfully done what the programme is all about – running, growing and scaling successful businesses. They bring first-hand experience and share what's worked and what hasn't.

- ✓ You'll have the opportunity to access 1-to-1 mentoring support and discuss any specific questions or challenges you're facing between sessions. You get direct access to someone who's been there, done it and is willing to apply their knowledge to your business.
- ✓ It includes expert insight from senior practicing lawyers on how to protect and manage your business from a legal perspective. Corporate governance, contracts and intellectual property, as well as employment law and invaluable tips to effectively deal with performance issues appropriately are all included.
- ✓ The opportunity to complete an innovative and globally recognised diagnostic tool, designed to support modern leadership. This ground-breaking tool focuses specifically on the leadership behaviours proven to increase performance, engagement and wellbeing in your teams, and you will receive 1 to 1 feedback on your report & coaching on any development areas.
- ✓ You can network with other SME senior managers, learn from shared experience and problem solving, and develop useful long term contacts.
- ✓ You will receive full copies of all course materials and links to further online resources, building into a complete programme bible.

**COST**

With an all-inclusive cost of  
**£1,950**  
plus VAT  
per delegate

That adds up to great value and a good return on your investment.



# Business Leadership Programmes

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Tailored specifically for your business



PROGRAMME 2

## Business Leadership Accelerator

### What is it?

If your business has a group of managers you'd like to invest in, BHP Consulting can also offer a bespoke solution.

Bringing people together to form a cohesive, like minded cohort of leaders, focusing on their shared development and the company's key challenges and opportunities, is one of the most powerful ways to accelerate the progress of your business.

Building on the content in the Business Leadership Academy, we tailor it specifically to your managers' needs and your company's individual context and requirements. This allows us to focus specifically on the challenges and growth opportunities in your business.

You can select which modules are most relevant, and we adapt them to fit your priorities. We can also create additional content to address any specific issues, to provide the most effective and targeted development support.

These 'in house' programmes can be delivered at your location or in our offices, in half day or full day sessions. The duration & number of sessions will be based on the content you require, as will the cost.

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*This was a great way of taking the team on a journey, and focusing attention on key business priorities at a time of very rapid growth. At the same time ensuring the team is aligned with our strategy and able to deliver improved core business functions and performance.*

*BHP invested a lot of time to listen, understand our business and team, and adapt the delivery of the material to make it relevant to our fluid business needs.”*

**Anna Sutton**  
The Data Shed

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