



Business Leadership Academy

Maximising your potential - delivering business resilience & growth

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



"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



Business Leadership Academy

Key features What is it?

SMEs are the backbone of the northern economy, and now more than ever they 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.

It combines best practice, practical approaches and first-hand experience, to help you develop the skills needed to successfully navigate your business through the obstacles and opportunities it faces as it grows.

If you've been a senior manager for some time in a business now experiencing new challenges or growth,

have recently taken on your first leadership role, or are being prepared for promotion, this is for you.

We focus on what's really important in today's challenging and changing business environment, and we've shaped the programme to give you access to the insights and tools we wish we'd had when we were growing our businesses.

100% of programme participants said they would recommend to other managers

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 and drive sustainability and adaptability to ensure future business success
- Develop their own leadership and management capabilities
- Maximise productivity, employee motivation, engagement and wellbeing
- Increase shareholder value



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

Luke Richardson
Johnsons of Whitley

- 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 are run over a four month period to ensure minimal disruption to your usual business operations.

Days 1 & 2 decode elements such as how to structure and manage the business and teams to adapt to change, stay resilient and accelerate growth.

Plus, further developing your vision and strategy, and translating it into real and deliverable plans are all explored and tested. We cut through the background noise to tackle the real challenges

SME's face today and share practical approaches.

Days 3 & 4 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 efficiency, performance, engagement and wellbeing in your teams, and how to improve your personal confidence and effectiveness in times of change.

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.

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 companies. They bring first-hand experience and are happy to share what's worked for them, 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.

As well as helping develop your skills to maximise your team's achievements, and develop and retain your high performers, you will also have the opportunity

to get expert insight from experienced employment lawyers on how to deal effectively with underperforming employees. What to do and not do, and how to keep your business free from employment claims, but still be able to tackle troublesome team members.

You will also have the opportunity to complete a ground-breaking leadership diagnostic tool, focusing on the behaviours proven to increase performance, engagement and wellbeing in your teams. Plus 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.



“The Academy is a great overview and route map for running and growing an SME.”

Sam Pettifer
Domino Commercial Interiors

Designed & delivered by people who've successfully done what the programme is all about — running, growing & scaling successful companies.

Day one... Getting the mechanics right

Day 1 is about ensuring you have the business structure, systems and governance in place to adapt to challenges, increase resilience, drive your business forward and support future growth.

It covers practical and relevant information and tips for those running SMEs who want to get this right without it becoming an industry in itself.

Content summary

- Understanding the context your business is operating within
- What a good business structure can deliver
- The benefits of business agility and how to achieve it

- What does 'good' look like for your business today?
- How to structure your business for growth
- What Corporate Governance really is, what it means for an SME and for you
- Getting the best from board and management meetings
- Management information and performance monitoring



Day two... Planning ahead

Day 2 looks at how to plan for the future, prioritise effectively, stay agile and ensure resources are deployed to maximise performance and results.

Focusing specifically on the elements of strategy and planning that are most effective and relevant for SMEs in today's context, we cover how to translate your company ambitions into a clear business plan and practical actions.

Content summary

- Creating a vision — why it matters and how to do it effectively
- Business strategy - translating vision into action
- Developing a robust and relevant business plan — key elements for SMEs now

- The numbers — understanding the financial basics and forecasting for non-accountants
- The ultimate goal — do you have one, and does it matter?
- Striking the balance - long term direction v short term practicalities
- Monitoring progress - using management and financial information effectively
- Dealing with and leading through change — habits to learn and leave behind to increase your resilience & effectiveness

“

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

Plan for the future,
prioritise effectively,
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performance & results

Day three... Leading the way

Day 3 is about leadership & management, best practice & self-awareness.

It focuses on you as a leader, understanding what's really important now, and how to develop your core leadership skills. It also covers why good management practices really matter, how effective management can deliver sustainable results in good times and bad, and starts to look at how to further develop some key management skills.

Content summary

- What 'good leadership' looks like — perception v reality in a changing world
- Core elements of leadership & leadership theory over time
- The most effective leadership models for today's environment
- The importance of self-awareness - understanding your own personality and its potential impact on your leadership and management approach
- Different types of leadership - which is right for you and your business?
- The difference between leadership and management and how to do them both well
- The key principles of good management and the habits of effective people
- Key management skills - time management and prioritisation

Understand your
own personality
& potential

Day four... Maximising team effort

Day 4 is all about making sure you get the best results from your greatest asset - your people.

We continue to focus on specific key management skills to enable you to maximise contribution from and develop your team and high performers, and deal effectively with underperformers.

We also look at what employee engagement really means, what it can deliver for your business and how to achieve it. Plus, how to increase productivity by recruiting, motivating and retaining the right people.

Content summary

- Key management skills - effective delegation
- Key management skills - performance management & appraisals
- How to get the best outcomes from difficult conversations
- The legal expert's guide to employment law and tackling performance issues
- Job satisfaction, motivation and engagement — what's the difference and why does it matter?
- How to create an 'engaged workforce'
- Getting the best results from your recruitment process

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“The Academy gives great ideas for how to improve your business and also how to improve personally.”

Tom Turner
Turner Garages

Focus on yourself
as a leader,
understand what's
really important
now, and how to
develop your core
leadership skills

Cost

With an all-inclusive cost of £1,950 plus VAT per delegate, it adds up to great value and a good return on your investment.

The cost per delegate includes:

- All 4 face-to-face delivery days of the programme
- 1-to-1 mentoring support from the programme lead via telephone / video call
- Completion of a ground-breaking leadership diagnostic tool, an individual development report and 1-to-1 feedback session
- Lunch and refreshments throughout the day on all 4 face-to-face training days
- Hard copies of the course materials building up into a complete programme bible.



“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



Business Leadership Academy

Business Leadership Accelerator

High impact bespoke training for your company's leaders & managers

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

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.

What else do we do?

In addition to our leadership programmes, we also offer a range of other services to SMEs to energise your business and help you take the next steps on your journey.

Whether that's supporting you through change, uncertainty and challenge, or helping you unlock further business growth.

Even the most experienced business leaders benefit from accessing additional ideas, experience and networks. Our team's broad business leadership experience gives you access to expertise and practical solutions from people with the skill set to help you get to the next level.

We offer a range of services, from free regular business insights and tips straight to your inbox, to more bespoke, expert business advisory and mentoring. Some businesses want a longer term relationship to benefit from a regular sounding board and advice, others use us to drive forward specific or specialist projects.

Key areas in which we provide support include:

- Developing an effective business strategy
- Growth plan implementation
- 1 to 1 mentoring
- Maximising sales & competitive advantage
- Understanding and leveraging the benefits of digital marketing

- Business resilience and managing change
- Transitioning from 'owner managed' to management team
- Building successful management teams
- Developing management capacity and capability (at senior management and mid-manager levels)
- Succession planning
- Operational effectiveness and profitability
- Employee motivation, productivity and retention
- Skills gaps and talent attraction
- Digital transformation
- Improving logistics & supply chain





Business Leadership Academy

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