Effective Motivational Leadership

LMI®
LEADERSHIP MANAGEMENT® UK

“The most successful leaders are those who recognise the creative potential of every person on their team and make productive use of it.”

Paul J. Meyer

By example, great leaders inspire those around them to perform at their best

In the past, we have been sold the idea that strong leaders wear their power with pride, they act decisively, exude confidence and give orders they expect to be followed without question. But times have changed.

The world is more competitive and more demanding of leaders at every level. Teams need to be inspired to deliver their best.

Modern effective leaders ask questions, listen intently and plan carefully to help build agreement among those necessary for achieving positive outcomes - a leader gets things done by helping others help themselves.

Having developed personal leadership, you are ready to lead others and help them develop. You must now be a role model, living your life as an example to others.

You must now recognise yourself as someone who sets standards that others follow. One of the key leadership characteristics is to set high standards of accountability for yourself and everything you do, at work and at home.

You will become a leader to others by demonstrating you have the qualities of leadership, rather than by ordering others to follow your directions.

Few have the natural ability to lead and motivate others, but through careful adjustments to attitudes and behaviours, we believe everyone can develop the necessary leadership skills.

This programme will help you and your team understand what it takes to become an effective motivational leader. You will develop and communicate a vision for the future.

Developing winning teams that can evolve to promote growth and advancement, whilst establishing an organization of leaders, will be central to your learning.

Like all LMI programmes, it will change your attitudes and habits towards motivating people by example and you will be closer to becoming a Total Leader®.

As a total leader, you motivate others by continually seeking ways to help them improve their lives and achieve their goals.

Effective Motivational Leadership delivered in 8 lessons

1 Effective motivation

The first lesson will help you understand the responsibilities of leadership and its core values. We'll explain how a positive self-image will help deliver success and how motivational leadership requires real courage – you will learn how to change your attitude towards the courage.

2 Vision matters

You will learn the need for a clear vision but the need to commit to a shared vision, supported by accurate, effective communications. We'll explain the powers of persuasion and the rewards of successful communication, whilst teaching the skills you will need, both verbal and non-verbal.

3 Motivational methods

Lesson three will offer insight into human behaviour and the process of motivation. You will learn the basic human drives and desires, including physical needs, security needs and the need for self-esteem. We believe motivation in the 21st century is different and will explain why.

4 Productive teams

We'll show what makes a successful team and how you can strengthen through recruiting winners. With new techniques to build collaboration and seven steps to resolve conflict within teams, you'll learn how to be an effective leader that others want to follow.

5 Developing people

Following the mid-term evaluation, lesson five will show how to get the most from team members and the importance of personal growth and renewal. Your motivational leadership skills will be enhanced when you understand the coaching process and how others can be coached for results.

6 Empower now

You will learn the sources of authority and power, which will dispel any assumptions and help you make the most of your position. We'll show how to share power with team members and delegate effectively, before you find out how to overcome obstacles to empowerment.

7 Leading change

Lesson seven covers change and helps you understand the psychology that drives it. You will learn to overcome resistance to change and be someone who leads the way for change, before we explain the importance of innovation and how you can become a leading innovator in your organisation.

8 Future leader

The first chapter in your journey to becoming an effective motivational leader is almost complete and this final lesson explains the demands and rewards of leadership. You will understand how to lead your organisation into the future and be well on the way to being a Total Leader®.

We are results orientated

LMI programmes are designed to help people develop; to nurture the talent within them. Successful completion of our programmes help people change for the better; the way they act, the way they behave and how they think.

We believe personal leadership development is a journey in four stages that ends with the creation of a Total Leader®. We help people understand their purpose and how they can get more done, build stronger teams and lead by example, not by command - it's the future and you have it in your hands.

Take your time

We believe you will benefit greatly from setting goals in your business life and your personal life. But we understand permanent change takes time. We deliver learning over weeks, not weekends to ensure you achieve measurable results that last a lifetime, with a quantifiable return on your investment.

Spaced repetition

Spaced repetition has been at the heart of LMI programmes for more than 50 years. We believe you will retain more of what we teach, if you have time between lessons to put into practice what you have learned. Participants find ideas that are not immediately understood, become much clearer with each listen or run through the course notes.

Multi-sensory learning

LMI programmes have been designed to appeal to more of your senses to ensure you understand and retain more, faster for longer. Reading lessons and writing notes is supported by listening to audio files of the same lessons, which not only add to the convenience, but improve learning and lifelong retention.

Coaching and facilitation

You will discuss the lesson with your group or programme facilitator and then we ask you to write out action steps, plans, goals, etc. We encourage hand writing rather than typing because it improves retention of important information and helps the process of permanent change.

Process Management and Feedback

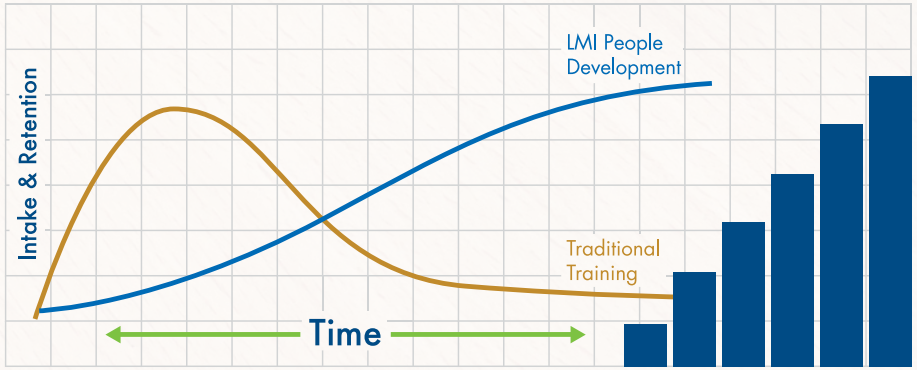
Our programmes are designed for the real world, not the classroom, so everything learned has context. Each lesson closes with an Application and Action section, designed to stimulate discussion of the lesson and gain personal insights from you and any other participants.

We include a Plan of Action to help you turn everything learned in a lesson into actions as you start transforming yourself into a better, more capable leader, others want to follow.

Halfway through and at the end of the programme, your programme facilitator will undertake an evaluation to assess your progress and ensure you understand what we are trying to achieve. A final graduation presentation is given by the participant at the end of the programme.

Next Steps

We work hard to help our clients achieve tangible personal and commercial results. We believe everyone has within them the talent to lead and it just needs to be nurtured and enhanced. Now might just be the right time to invest in your future and take your organisation to the next level.



The Total Leader®

The world is now a more competitive commercial environment and organisations need more effective leaders ready to rise to the challenge. It is the reason we have developed our Total Leader® concept.

Our innovative yet proven development process will magnify your potential. It will help nurture the talent within you to ensure you become the leader your organisation needs today and tomorrow.

In addition to the Effective Motivational Leadership programme, we address three critical areas of your development, all of which must be mastered if you are to be a total leader.

Effective Personal Leadership

Personal motivation and self-image are key to how you perform, respond and ultimately lead others; it is the core of an individual's character.

Our training will help realise your personal leadership potential by building upon your existing strengths and improving how you see yourself.

You will learn to make more successful choices by overcoming past conditioning and increase self-motivation by changing attitudes, behaviours and habits that have held you back.

Effective Personal Productivity

The foundation of all effective leadership and a basic aspect of human nature, yet many people lack the direction they need to achieve their desired results.

Our development process will help you or members of your organisation, proactively develop goals to achieve results and increase productivity by determining priorities, whilst communicating more effectively.

You will learn to deal with interruptions, become a team player and thrive in a learning environment.

Effective Strategic Leadership

The ability to define and develop the purpose of the organization, determine its key strategies, select the right people for the right roles, and oversee the processes required to achieve success.

Our programme will help you clarify your strategic purpose, the very reason you exist and complete a comprehensive strategic assessment to recognise where you stand now.

You will also learn to create your strategic development plan and implement your strategic execution with a renewed focus and energy.