

## CPD Management & Leadership Experience

### SEMINARS

10.15am – 11.15pm

**Seminar 1: How to lead your leaders & manage your managers effectively**

*Nadeem Shaikh, Managing Director, SMART Way Forward*

This seminar looks at the importance of having a well balanced, focused team and how to get the best out of each individual. It also looks at the fundamentals such as trust, communication skills, taking ownership, responsibility and accountability. Goals are only achieved and targets exceeded when everyone in your team is singing off the same hymn sheet. The hints and tips from this seminar will ensure you have the right skills and strategy to deliver on both accounts.

1.00pm – 2.00pm

**Seminar 2: Managing change in your organisation**

*Annie Page, Director, Essentii / Point of Transition*

Change affects all of us. No matter what is happening today, you can guarantee that tomorrow will be different. However, change can be a very positive thing, especially if you focus on controlling the controllables and highlight the benefits for the change. More often than not, change is met with uncertainty, resistance, insecurity and frustration. However, if managed properly, change is the perfect podium to help you try a fresh approach, challenge or strategy. In this seminar, Annie will guide you through her successful model for how to manage change strategies effectively within a team, department or company.

3.00pm – 4.00pm

**Seminar 3: An Olympic mindset. Small changes make big differences**

*Bryan Steel, Olympian, British Cycling*

Having successfully competed at four Olympic Games as part of the Team GB British Cycling squad for team pursuit, Bryan Steel knows exactly how important preparation is and how small changes to your strategy can have a tremendous impact on your performance. Having a winning mentality which is driven by focus, desire and determination to win is key. Bryan will explain the strategy which was adopted by British Cycling which helped the team move from a ranking of 17th to 1<sup>st</sup> in the World in just 8 years. Team GB and British Cycling is now regarded as the Best in the World.

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### ACTIVITIES

#### Archery

Experienced instructors take the group through a series of practice sessions and then a scored competition using Recurve longbows. This section is always popular, as most people will start with limited success and then rapidly improve to achieve some useful scores.

A team decision will need to be made at the end of the activity to earn additional team points. They will have three arrows and the choice of two targets. One target has a single balloon at its centre – bursting this balloon will earn ten points. The second target has lots of balloons attached all over it – hitting any of these will earn three points. The team must decide whether they go for a high risk but high scoring target or stick with a lower risk option. This will usually generate lots of team discussion as the participants decide which option they are going to select and who will fire the arrows.

#### Team building challenges

The one hour team building section will involve two separate team activities, each lasting approximately 30 minutes.

#### ***UXB (unexploded bomb)***

A large unexploded bomb must be defused before the timer reaches zero. The bomb must be recovered from its resting-place and defused. The bomb is heavy and awkward to lift and so requires ropes, pulleys, shackles and lateral thinking to move it to safe ground. A brain-twisting logic problem then needs to be solved to discover which coloured wire needs to be cut.

Nerves of steel are required for this task! A really solid team building exercise that will involve all of the team members.

#### ***Cross roads***

The team will be divided into two halves, each starting on a separate raised platform. The aim is for the teams to switch platforms using narrow metal balance beams – a true challenge of team work and team co-operation.