**The Benefits of Leadership & Management Training**

As John Kotter says “*The Twenty-first century manager will need to know much more about leadership. Without these skills, dynamic adaptive enterprises are not possible*”.

But why is this significant? Because change is inevitable. If it wasn’t Brexit it would be something else. New technology, globalisation, regulation and consumerism to name but a few. To succeed in the future, businesses will therefore have to be flexible, nimble and capable of adapting if they want to survive and thrive. Just look at Thomas Cook if you need convincing.

Also, the fast pace of change leaves many people fearful of what tomorrow will bring. Challenging the status quo frequently leads to fear of loss. That could be loss of income, opportunity and potential for personal growth, status or power and influence. With fear comes conflict, resistance to doing things differently, lines in the sand, a lack of motivation and engagement and generally behaviours that don’t lead to positive results and high performance.

**[QUOTE] In times of great change and uncertainty, effective leadership becomes even more vital to ensure that everyone in the organisation is driven by a common goal. (**[**CIPD, 2019**](https://www.cipd.co.uk/knowledge/strategy/leadership/factsheet)**)**

**So how can Leadership & Management training help?**

For many of us, we end up as managers and leaders because we are skilled and competent at the day job. We have valuable knowledge and experience that leads, almost by default, to us becoming responsible for other people.

However, very often, these skills and experience have not been focused on managing people and team performance. We are confident in getting the job done, but not in getting others to do the job for us! We then develop our own fears – managing conflict and under performance, losing control by delegating to others, the risk that something is bound to go wrong if we are not doing it and we will get blamed!

The aim of our leadership and management training at LMC Business is therefore to help aspiring, new and developing managers to overcome their own fears so they can help others overcome theirs. We do this by focusing on developing key skills which include:

* Managing conflict and underperformance
* Developing a team with the right balance of skills and personalities
* Highly effective communication (not just any old communication)
* Leading by example – displaying the attitudes and behaviours that we want others to adopt despite everything that life throws at us!
* Understanding human nature and how this can help us motivate and engage others – get them on the bus so to speak and willing to share the journey
* Planning and managing change – reducing resistance to doing things differently
* Supporting and championing learning and development in ourselves and others. In particular, Coaching and Mentoring skills.
* Changing the way you think about and overcome challenges and problems.

**[QUOTE] “We are only as good as our own skills and experience if we are unwilling to tap into the skills and experience of others”**

As we develop these foundational skills, we will find that things start to get done, quality and productivity improves, our team is more willing and engaged, relationships improve and most importantly we build trust and strong bonds. We also start to find satisfaction in our own work and see leadership and management as an opportunity for growth rather than something to avoid!

**Why LMC Business?**

At LMC Business we don’t just teach leadership and management. We don’t simply send you away with a head full of theory but with no idea how to apply what you have learnt back at work. There is no one way of leading and managing your team. Even our best ideas sometime do not work as well as we would have hoped.

Our focus, therefore, is helping you better understand the circumstances you find yourself in at work - the context - so you are better able to apply your knew skills and knowledge in a way that will get you positive results.

Our team of tutors are not just highly skilled and qualified to “teach” the “theory”. They have years of experience leading and managing teams as employers and senior managers themselves. In fact, some of them are still working at the coal face and dealing with the very same issues you face day in day out! They are therefore sharing a wealth of real-life knowledge and experience to ensure you get the most from the training they deliver.

**Accredited Training versus none Accredited Training**

Accredited training is that which leads to a nationally recognised leadership and management qualification that involves some form of assessment (e.g. marked assignment or exams). Non-accredited courses are bespoke (not following a syllabus), often shorter, courses that cover less theory and focus on the development a very specific skill set (e.g. managing conflict, managing a team). There is no assessed work and no recognised qualification.

However, both types if training are equally valuable and important with specific learning goals. They both develop key skills and, at LMC Business, they are both delivered in a way that means you can apply the new knowledge back at work.

Which to choose depends entirely on your own learning goals and the needs of your employer. We also find that doing a short non-accredited course first is a good taster to see whether you enjoy the topic or whether you feel it will benefit you. Frequently, people come on our short courses and then move on to the accredited courses as they are keen to know more!

Fortunately, at LMC Business, we offer both accredited and non-accredited training. Our accredited leadership and management courses lead to a nationally recognised Chartered Management Institute (CMI) qualification. Our non-accredited training, usually over one day, focuses on specific key skills and you can bolt these short courses together to build up your portfolio of skills or to contribute to the CMI qualification at a later date.

What is also fantastic is that for those people that work for eligible Lancashire based businesses, including the self-employed, our accredited and non-accredited courses are fully funded. You can develop amazing and valuable skills that will help you get the most out of your team and your current role and open doors to promotion in the future. How fantastic is that!