

# STEP Up

## Success Through Everyone's Participation

Andrew Ridley Barker - Managing Director

*"This programme promotes "positive and proactive leadership and intervention" and it is this behaviour which, I believe, will make a fundamental difference to the delivery and health and safety on our projects, sites and facilities' operations. Having a high level of performance and health and safety across our operations is vital to our ongoing success and I trust that you will implement the lessons learnt from the workshop into your daily activity."*

### STEP Up programme aims:

To create behavioural change and develop effective leadership at all levels in the organisation

- Develop understanding of yourself and your influence on others through your leadership and behaviours
- Be an inspired and courageous leader
- To consider what 'Footprint' you leave as a Leader in the world of work and beyond. What does that footprint say about you and your contribution?
- Practise all skills and tools prior to using them in the workplace
- Work within a team throughout the workshop, to observe behaviours and to enable you to give and receive feedback

Course content, themes, and activities are modified to suit the needs of the participants

### Vinci Delegates' Feedback Comments:

*'What an excellent course, in all the seminars, training days and courses, this is by far the most rewarding I've had the pleasure of attending.'*

*'Excellent – very informative, one of the best H&S courses I've been on.'*

*'Top class course – everyone within the Company should be on course as norm!'*



## STEP Up Leaders Workshop Contents

**Workshop Duration** 2 Days 9 am Day 1 – 5pm Day 2

**Target Audience** Managers, Supervisors and Team Leads in Support and Operational chain of Management: People who provide leadership and direction

### **Purpose**

To develop attitudes, skills and knowledge in strong, visible, proactive leadership, behaviours and personal responsibility.

### **Outcome**

People who are motivated and knowledgeable in the art and skills of developing Culture, Leadership and coaching. Inspired people with a deeper understanding and commitment to improved performance, demonstrated through the Footprint they leave.

### **Workshop Content**

#### **S**uccess Culture

Making the case for culture - Video

Behaviour based principles

The ABCs of Human Factors and how to influence behaviour

Developing and maintaining a culture of Success in your team

Case Studies - Understanding the Human Factors and developing a Generative Culture

#### **T**ask Individual/Team Leadership in Action

Task - Our Purpose, Vision and Strategy

Individual - Understanding and motivating different personalities -DiSC

The Principles of Leadership - setting clear expectations and examples

Team - Directing and maintaining a Performing Team

## Effective Communication Methods

Communicating through effective behaviours

Using DiSC communication preferences

Effective inductions and briefs

Active listening

Feedback to motivate good performance and handle poor performance

## Participate Actively

Encouraging workforce engagement

Positive Interventions - Success coaching conversations to reinforce and change behaviour

Commitment and Action    Personal Commitments - Footprints

Action plan & Evaluation

*"One of the hallmarks of W2 is that they do not attempt to impose their solutions on your business but rather work alongside you, bringing lots of good ideas and years of experience."*

Director, VINCI