



# EVOLVING

PSYCHOLOGICALLY RESPONSIVE LEADERSHIP

## What is the **EVOLVING** leadership course?

**EVOLVING** is an in-person 8-day, 8 module Leadership Course helping you to develop your full potential as a leader.

The course is designed by Consultant Clinical Psychologists and delivered in a workshop format, with training materials and a workbook to take away. The course is split into 4 x 2-day blocks to allow for consolidation of learning and during the sessions there are lots of group discussions, tasks and space for reflection. (Food and fun included)!

“

*“[the training] provided me with a wealth of information and resources to draw upon, alongside a greater knowledge and understanding of leadership techniques I can implement to support my staff team to the best of my ability as a leader”*

(Rachel Ward, Locality Services Manager)



## What can I get from this course?

- Further develop your self-awareness as a leader
- Understand how psychological knowledge can support you as a leader
- Enhance and build the skills and relationships within your team
- Develop your confidence, and a clear plan to achieve your goals
- Psychologically informed resources and strategies to use
- Bespoke Leadership Development Plan

“

*“[The course] was fantastic and has developed me as an individual and professional. I cannot recommend this course enough. I'm still raving about it now to anyone that will listen”*

(Emily Evans, Children's Services Manager, UK Charity.)

## Who is the course for?

The course is suitable for mid-level or senior leaders, working in a range of organisations across health, social care, education and related fields. It may also be of interest to those wanting to progress to a senior leadership role.

During the initial check-in session, we will ensure that you are matched to an appropriate cohort. (Maximum 12 people per course).



# Course content

The course is based upon the **EVOLVING** leadership framework, drawing on organisational, performance and clinical psychology, and includes the following modules:

## Module 1

### **Enabling Others:**

This module explores how leaders can support the skill development of their team members, recognising strengths and areas for development and enabling growth. We also explore how to create the optimal environment to support others to feel empowered, have a sense of belonging, to be innovative and creative.

## Module 2

### **Values and Vision:**

This module focuses upon the importance of individuals and teams having a clear purpose, and there being clarity around Vision and Values. It explores ways to develop, operationalise, and embed this within a service.

## Module 3

### **Observing and Understanding Relational Dynamics:**

This module explores the psychological understanding of interpersonal relationships between individuals and within teams, organisations and wider systems. It draws upon psychological theories of relational dynamics, helping you to understand and resist being pulled into unhelpful interactions, and be proactive in addressing them. The module also helps you to consider how to support individual and team resilience to buffer against future challenges.

## Module 4

### **Language and Communication:**

This module explores the power of language and communication (both verbal and non-verbal). What we talk of and how we talk about it (and what is not spoken) has a significant impact on individuals, teams and organisations. We think about common communication challenges, and how to use communication optimally to support healthy relationship development. The module also explores the concept of healthy 'conflict' and the importance of having difficult conversations.

## Module 5

### **Vulnerability and Self-Reflection:**

This module explores the importance of self-reflection, vulnerability in leadership and the essential relationship between vulnerability and courage. You will be supported to develop a map of resources to support your wellbeing and to feel 'Good Enough' as a leader, managing 'Imposter Syndrome'. We use personality-related research to develop your awareness of your leadership strengths, your strengths overplayed, and your potential blind-spots.

## Module 6

### **Integrity and Trust:**

This module discusses the interplay between competence, humility and trust within leadership. Various psychological models of trust are explored, and you will be supported to explore behaviours associated with the different components of trust and how to develop these.

## Module 7

### Narratives: Personal & Organisational:

This module focuses upon the importance of stories and storytelling to us as humans, and how this can be applied within teams and leadership roles. It explores 'team formulation' and provides a framework for you to develop your own leadership narrative, and resources to develop a team or organisational narrative with your team members.

## Module 8

### Generating Safety:

This module introduces the concept of psychological safety and the relationship with performance, considering challenges, barriers and the leader's role in creating an environment that cultivates safety within a team.

## Cost and venue

The 8 day course costs £2,200 plus VAT (with a discount for partner organisations of CMCAFS – please get in touch), and is inclusive of all training materials, lunch and refreshments.

The course is held over 4 blocks of 2 days to allow for consolidation of learning, and is delivered at our bespoke training venue at 19 Wilson Patten St in Central Warrington (5-minute walk from Warrington Bank Quay train station).



## Get in touch

For more information, or to book a place, please contact **EVOLVING@changingmindsuk.com**

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