

Business Leadership Programmes

High impact skills training from people
who've grown & led successful companies

Maximising
your potential -
delivering business
resilience and
growth

PROGRAMMES AVAILABLE

- 1 Business Leadership Academy
- 2 Business Leadership Accelerator



Business Leadership Academy

What is it?

SMEs are the backbone of the northern economy, and now more than ever they need strong leadership and management to survive and thrive.

BHP's Consulting team have all run and grown businesses themselves through good times and bad, and we've designed our Business Leadership Academy specifically for senior managers in SMEs. It combines best practice, practical approaches and first-hand experience, to help you develop the skills needed to successfully navigate your business through the obstacles and opportunities it faces as it grows.

If you've been a senior manager for some time in a business now experiencing new challenges or growth, have recently taken on your first leadership role, or are being groomed for promotion, this is for you.

We focus on what's really important in today's challenging and changing business environment, and we've shaped the programme to give you access to the insights and tools we wish we'd had when we were growing our businesses.

The programme has been developed to improve senior managers' ability to;

- ✓ Build resilience and agility - for themselves, their teams and the business
- ✓ Navigate change, overcome challenges and break down barriers to growth
- ✓ Understand the key building blocks of business success
- ✓ Focus on sustainability and adaptability to pivot products and target markets
- ✓ Develop their own leadership and management capabilities
- ✓ Maximise productivity, employee motivation, engagement and wellbeing
- ✓ Increase shareholder value
- ✓ Develop a growth mindset to deliver increased performance, revenue and profit.

I would definitely recommend this course to other managers. You learn so much from someone who has such a lot of directly relevant experience, who is excellent at the delivery of the information, but is also informal and encourages debate

Steve Laybourn
Nationwide Stainless

I haven't come across any other programme that successfully combines all the elements that make the difference in achieving business growth in the same way this one does. The content was excellent - expert, practical and focused specifically on SMEs. The fact it was delivered by people who've successfully grown businesses themselves brought huge credibility and made it all the more valuable.

William Beer
Tunley Engineering



Business Leadership Academy (Continued)

What is it? (Continued)

The four face-to-face days of the programme are broken down into manageable, focused and interactive sessions, focusing on key leadership and business challenges.

They are run over a six month period to ensure minimal disruption to your usual business operations.

Days 1 & 2	Days 3 & 4
<p>Decode elements such as how to structure your business and teams - so you can adapt to change, stay resilient and accelerate growth. We demystify corporate governance and look at how to develop your mission and strategy – translating it into practical and deliverable plans which are all explained and tested. We cut through the background noise to tackle the real challenges SME's face.</p>	<p>Focus on the core elements of developing leadership and management skills to get the best results from your people and increase motivation and productivity. We focus on techniques to increase levels of resilience, efficiency, performance, engagement and wellbeing in your teams, and how to improve your personal confidence and effectiveness in times of change.</p>

In summary it shares best practice and the latest thinking, combined with first-hand, lived experience. The result is a programme that 100% of people who've done it said they would recommend to other managers.

The Academy gives great ideas for how to improve your business and also how to improve personally.

Tom Turner
Turners Garages

Relevant, easily applicable and gives you things to work on straight away. The time to discuss is great, it allowed me to think of the relevance of issues to my own company. The Programme Leader was easy to talk to and made the content really interesting.

Robert Richardson,
Johnsons of Whitley



What makes it different?

It's designed and delivered by people who've successfully done what the programme is all about – running, growing and scaling successful businesses. They bring first-hand experience and share what's worked and what hasn't.

You'll have the opportunity to access 1-to-1 mentoring support and discuss any specific questions or challenges you're facing between sessions. You get direct access to someone who's been there, done it and is willing to apply their knowledge to your business.

It includes expert insight from senior practicing lawyers on how to protect and manage your business from a legal perspective. Corporate governance, contracts and intellectual property, as well as employment law and invaluable tips to effectively deal with performance issues appropriately are all included.

You'll have the opportunity to complete an innovative and globally recognised diagnostic tool, designed to support

modern leadership. This ground-breaking tool focuses specifically on the leadership behaviours proven to increase performance, engagement and wellbeing in your teams, and you will receive 1-to-1 feedback on your report & coaching on any development areas.

You will also network with other SME senior managers, learn from shared experience and problem solving, and develop useful long term contacts.

And finally, you will receive full copies of all course materials and links to further online resources, building into a complete programme bible.



How much does it cost?

With an all-inclusive cost of

£1,950

plus VAT per delegate

That adds up to great value and a good return on your investment.

The cost per delegate includes;

- All 4 face to face delivery days of the programme
- 1-to-1 mentoring support from the programme lead via telephone / video call
- Completion of the Performance Leader Identifier leadership diagnostic tool, an individual development report and 1-to-1 feedback session
- Lunch and refreshments throughout the day on all 4 face to face training days
- Hard copies of the course materials building up into a complete programme bible.

The Academy is a great overview and route map for running and growing an SME

Sam Pettifer
Domino Commercial Interiors



What does it cover?



DAY 1

Getting the mechanics right

Day 1 is about ensuring you have the business structure, systems and governance in place to adapt to challenges, increase resilience, drive your business forward and support future growth. It covers practical and relevant information and tips for those running SMEs who want to get this right without it becoming an industry in itself.

Content summary

- What a good business structure can deliver
- What does 'good' look like for your business now
- How to structure your business for growth
- What corporate governance really is and what it means for your business
- The legal perspective on corporate governance – what you need to know
- Getting the best from Board and management meetings
- Management information and performance monitoring



DAY 2

Planning ahead

Day 2 looks at how to plan for the future, prioritise effectively, stay agile and ensure resources are deployed to maximise performance and results. Focusing specifically on the elements of strategy and planning that are most effective and relevant for SMEs in today's context, we cover how to translate your company ambitions into a clear business plan and practical actions.

Content summary

- Creating a vision – why it matters and how to do it effectively
- Business strategy - translating vision into action
- Developing a robust and relevant business plan – key elements for SMEs now
- Financial planning - top tips to get the numbers right
- Striking the balance - long term direction v short term practicalities
- Monitoring progress - using management and financial information effectively
- Protecting the business - the legal expert's guide to intellectual property, confidential information, contracts and restrictive covenants
- Your ultimate goal – do you have one, has it changed and does it matter?

What does it cover? (Continued)



DAY 3

Leading the way

Day 3 focuses on you as a leader, understanding what's really important now, and how to develop your core leadership skills. It also covers why good management practices really matter, how effective management can deliver sustainable results in good times and bad, and how to enhance your key management skills.

Content summary

- What 'good leadership' looks like – perception v reality in a changing world
- The most effective leadership models for today's environment
- Understanding your own personality and its impact on your leadership approach
- Different types of leadership - which is right for you and your business
- The difference between leadership and management and how to do them both well
- Key management skills;
 - Time management and prioritisation
 - Effective delegation
 - Performance management
 - Having difficult conversations
- The legal expert's guide to employment law and tackling performance issues



DAY 4

Maximising team effort

Day 4 is all about making sure you get the best results from your greatest asset - your people. We focus on what employee engagement really means, what it can deliver for your business and how to achieve it. Plus, how to increase productivity by motivating and retaining the right people and tips on how to improve your own personal impact and resilience.

Content summary

- Employee motivation – team and individual
- Employee engagement - what it means and the business case
- How to create an 'engaged workforce'
- Creating a high performance culture and increasing productivity
- The role of 'values' in an SME
- How to recruit and retain the best people
- Understanding and improving your personal impact and resilience

Business Leadership Accelerator

What is it?



High impact development - tailored specially for your managers

If your business has a group of leaders or managers you'd like to invest in, BHP Consulting can also offer a bespoke solution.

Bringing people together to form a cohesive, like minded cohort of leaders, focusing on their shared development and the company's key challenges and opportunities, is one of the most powerful ways to accelerate the progress of your business.

Building on the content in the Business Leadership Academy, we tailor it specifically to your managers' needs and your company's individual context and requirements. This allows us to focus specifically on the challenges and growth opportunities in your business.

You can select which modules are most relevant, and we adapt them to fit your priorities. We can also create additional content to address any specific issues, to provide the most effective and targeted development support.

These 'in house' programmes can be delivered at your location, in our offices, in half day or full day sessions. The duration and number of sessions will be based on the content you require, as will the cost.

"This was a great way of taking the team on a journey, and focusing attention on key business priorities at a time of very rapid growth. At the same time ensuring the team is aligned with our strategy and able to deliver improved core business functions and performance. BHP invested a lot of time to listen, understand our business and team, and adapt the delivery of the material to make it relevant to our fluid business needs."

Anna Sutton
The Data Shed

What else do we do?

In addition to our leadership programmes, we also offer a range of other services to SMEs to energise your business and help you take the next steps in your journey. Whether that's supporting you through change, uncertainty and challenge, or helping you unlock further business growth.

Even the most experienced business leaders benefit from accessing additional ideas, experience and networks. Our team's broad business leadership experience gives you access to expertise and practical solutions from people with the skill set to help you get to the next level.

We offer a range of services, from free regular business insights and tips straight

to your inbox, to more bespoke, expert business advisory and mentoring.

Some businesses want a longer term relationship to benefit from a regular sounding board and advice, others use us to drive forward specific or specialist projects. Our support can be delivered in person or virtually, depending on your preference and circumstances.

Key areas we work on with SMEs include:

- ✓ Developing an effective business strategy
- ✓ Growth plan implementation
- ✓ Maximising sales & competitive advantage
- ✓ Business resilience and managing change
- ✓ Transitioning from 'owner managed' to management team
- ✓ Developing management capacity and capability
- ✓ Operational effectiveness and profitability
- ✓ Employee motivation, productivity and retention
- ✓ Succession planning
- ✓ Skills gaps and talent attraction
- ✓ Digital transformation
- ✓ Improving logistics & supply chain

**For more information,
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