



JUDGEMENT
INDEX

LEADERSHIP ACADEMY



WHY IT'S IMPORTANT TO DEVELOP A HIGH PERFORMING CULTURE:

Increase levels of:

Empowerment and Engagement

Client Satisfaction and Referrals

Care Quality and Consistency (CQC ratings)

Brand Security

Capacity to Deal With Change Quickly

Staff Responsibility and Motivation

WHO, WHAT AND WHY

THE TRAINING TEAM

Highly qualified and experienced performance coaches who bring best practice and research from a variety of environments. This creates an ideal learning environment designed to challenge delegates and equip them with the knowledge, skills and tools to dramatically impact on their organisation and their own life's. Our holistic approach is somewhat different, and creates a dramatic and life changing impact on those we work with.

THE JUDGEMENT INDEX

A Nobel Prize nominated assessment, scientifically & mathematically proven, used by world leading academic and healthcare organisations

Used by care companies across the UK to support hiring the right people, developing staff and spotting leadership potential.

OUR ETHOS

Our ethos is to always have 'leadership' at the heart of our delivery, because it's critical to have people with a leaders mentality, composure and drive at every level within an organisation. We deliver in a "Train the Trainer" style, so that knowledge and skills can be taken away and cascaded back through an organisation to create maximum impact.

Our Leadership Academies are created specifically for each client that we work with following an in-depth Training Needs Analysis.

From here, a variety of modules are designed to incorporate targeted interventions that suit the development needs of the client.

We can also accommodate a variety of budgets and timescales that can be expanded and built on if required.

Our services range from half a day workshop to 10 day academies and can be delivered effectively at all levels of appointment within an organisation.

Why not get in touch to discuss your organisations needs:

Tel: 0800 8101025

Email: info@judgementindex.co.uk

Web: www.judgementindex.co.uk

EXAMPLE OF A 5 DAY LEADERSHIP ACADEMY

DAY 1:

- **Introduction to the Leadership Academy & setting expectations** - "How we will operate" set by the delegates.
- **JI Group Feedback session** - Using the Blue Diamond Report. Delegates will reflect on strengths and development.
- **Performance Profiling** - Where are we now? What is the perception of the group on current performance.
- **Performance Spiral** - The underpinning theme of the course exploring the relationship between mindset, emotions and behaviour.

TRAINING OBJECTIVES:

- Develop high level of self awareness and performance capacity.
- Identify qualities and attributes of a high performing manager and care team.
- Develop understanding of the relationship between mindset, emotion and behaviour.
- Develop a change and learning culture.

DAY 2:

- **Action Review** - Delegates reflect on what they've put into practice and share what went well, what didn't go well and lessons for the group.
- **Basic Coaching for Leaders** - Exploring coaching theory.
- **Goal Setting and Action Planning** - Using the Performance Wheel model and GROW model.
- **Communication Part 1** - Understanding rapport.
- **Values-Based Motivation** - Exploring different ways to motivate and the effectiveness of different techniques.

TRAINING OBJECTIVES:

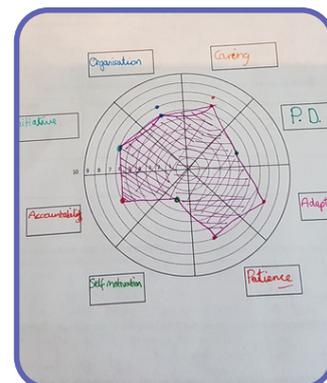
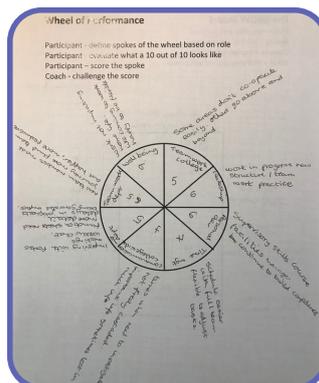
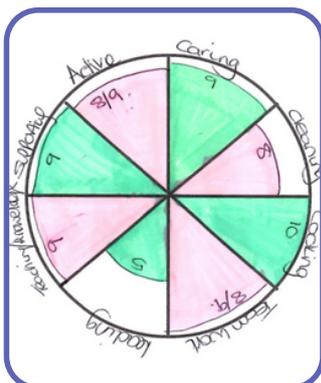
- Understand fundamentals of coaching and how to action plan for self and teams .
- Linking company values to individual intrinsic values.

DAY 3:

- **Action Review** - Including refresher activity of previous workshops.
- **Leadership Styles** - Using the Leadership Styles Questionnaire with self reflection.
- **EQ Part 1** - Managing emotions in a stress scenario.
- **Developing Confidence** - Challenging limiting beliefs of self and the team.

TRAINING OBJECTIVES:

- Introduction to situational leadership and the process of switching styles depending on the scenario.
- Generating and maintaining positive emotions and attitude in self and others.
- Creating visions of success and generating confidence in others.



EXAMPLES OF THE PERFORMANCE WHEEL DELEGATES HAVE COMPLETED WITH TEAM MEMBERS

EXAMPLE OF A 5 DAY LEADERSHIP ACADEMY

DAY 4:

- **Action Review** - Including refresher activity of previous workshops.
- **EQ Part 2** - Team performance management using the Skill/Will Matrix.
- **Social Management and Team Cohesion** - Understanding influences on team cohesion and how to generate commitment for a team.
- **Feedback for Performance** - Techniques for giving feedback (particularly useful for new or under-confident leaders)

TRAINING OBJECTIVES:

- Develop performance feedback techniques
 - Strategies for developing team cohesion
 - Techniques for generating total commitment from team
 - To create powerful and positive communication
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DAY 5:

- **Action Review** - Including refresher activity of previous workshops.
- **Bringing it all together** - Role play scenarios with coaching feedback from the delegates
- **State Management** - Leading into final scenario-based presentation.
- **Final Goal Setting** - For delegates to think about what's next.

OUTCOME:

- To deliver a leader fully equipped to develop a high performing team.
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ONGOING THROUGHOUT THE COURSE:

- Follow up emails after every workshop with recap, links to video reminders, worksheets and reminder of "homework" set.
- Email reminder before next workshop
- File sharing folder available to all delegates with worksheets and additional resources

POST TRAINING IMMEDIATE:

- Summary of training - Identifying key individuals with potential, any risk candidates and any additional training suggestions.

12 WEEK REVIEW:

- Optional performance review and training validation delivered by Judgement Index.



CASE STUDIES AND FURTHER INFORMATION

SONNET CARE HOMES

- Plunged into crisis in July 2014 following Panorama scandal and CQC slaughter.
- High staff turnover and low morale.
- Judgement Index implemented a leadership programme focusing on culture, values and performance in a train the trainer style that was cascaded through the company.
- Judgement Index assessment also implemented as recruitment tool to identify risk in new hires.
- Over the last 4 years we have delivered further intervention modules for management team as needed.
- Sonnet are now an award winning organisation with National Care Awards for the leadership team.



MARCHES CARE

- 5 day Leadership Academy organised for all senior leaders within the company.
- Following the success of the first academy this is being replicated for the next level leaders.

"From a business point of view, we now have confident leaders who are showing and leading the way, enthusiastic and passionate in what they do, confident in being able to voice and demonstrate new ideas and ways of working. They have team meetings, mottos have appeared all over the units reminding staff and every one why we are here. Relatives have commented on the difference in the participants behaviours and how much more confident they are. I now have more staff wanting to become the new set of Marches Care Academy Leaders."

- Carey Bloomer, Managing Director

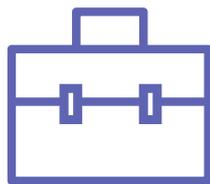


If you're interested in hosting a Leadership Academy for your managers, senior leaders, team leaders or entire staff then call us on **0800 8101025** for pricing and next steps.

JUDGEMENT INDEX ASSESSMENT FACTS



Academically proven



40+ years of research



over 30 validation studies



In built validity indicator



Creator Nobel Prize nominated



Scientifically & mathematically proven

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