

The Leadership Game[®]

“You can’t learn all this from a textbook! Absolutely invaluable.”

The Leadership Game is a ground-breaking training event which develops personal leadership mastery, team effectiveness and gives unique insights into organizational dynamics.

It is an experiential event offering opportunities to be in different roles of leadership and followership and demonstrates how team cultures respond under different leadership styles. Leadership learning is maximized through expert analysis, feedback and coaching.

The Leadership Game is researched and draws upon Dr Western’s book **Leadership a critical text 2nd Ed** (Sage 2013). *Manfred Kets de Vries, Director INSEAD Global Leadership Center* writes: “In a highly original way, Dr. Western helps us to obtain greater insight into the enigma of leadership.”

What happens?

The Leadership Game takes place over 1-2 days to explore:

- Leadership and decision making under pressure
- Distributed leadership and active followership
- Team effectiveness under different leadership styles and structures
- Team collaboration and competition, across organizational boundaries
- Strategic and creative leadership
- Understanding the big picture: whole system thinking, organizational culture

Participants work in a mixture of large groups, small teams and cross-team groups. The teams are given challenges related to real work situations.

Expert consultants give teams and individual coaching, analysis and feedback.

Learning application

Our aim is to unleash leadership capacity and to address the personal and organizational challenges revealed through The Leadership Game. Action learning sets, peer coaching, reflection and application groups are utilized to ensure that learning is applied to the workplace. This is results-driven, accelerated learning at its best!

What individuals take away

- Personal mastery of leadership: skills analysis, training and feedback
- Team building and team effectiveness training
- Conceptual frameworks of leadership applied in the workplace
- Strategic thinking
- Leadership presence, Active followership
- Personal Leadership development plan

Organizational Development

- Organizational insights, how different leadership styles impact on teams
- How organizational culture shapes individuals and team behaviours and vice versa
- Shared sense of purpose, shared language
- Developing a group of leaders to influence strategic vision and change

Who’s it for?

The Leadership Game is specifically tailored for your needs. Today’s leadership has to be focused to specific scenarios, there are no one-size-fit-all answers. We design it to ensure the participants are working on the real challenges they face.

We work with open groups (e.g MBA's, executive education programmes) and also within internal company leadership programmes to develop individuals and builds networks to create distributed 'Eco-Leadership' cultures. This is focused leadership development for personal and organizational growth.

Who's behind it?

The Leadership Game was designed by Dr Simon Western CEO Analytic-Network Coaching www.analyticnetwork.com It draws upon the Tavistock Group Relations tradition an experiential method that focuses on understanding Leadership Authority, Task and Role, drawing on systems and psychoanalytic thinking.

The Leadership Game Clients:

HSBC Global O.D. Team, Scottish Government Leadership programme.
Via Rail Canada; McGill University Canada, McGill University Montreal Executive Programme, Marconi, Lancaster MBA, Hertfordshire MBA, IMPM (International Masters in Practicing Management), F.E Principals Leadership programme, National Schools Leadership Training Centre UK.

What people learnt:

From HSBC OD Global Team

In our Eco-leader groups there was collaboration & open/active followership that empowered the team without the need for a defined leader"

"At times I was dominant and found myself delegating rather than allowing others to emerge with ideas naturally"

"Excellent & really helpful. Good topics felt relevant and helped understanding theory about the system"

"I became much more aware of other individuals styles etc and how my style may hinder/help them"

"Eco-leadership showed we can do things differently"

Other Comments

How can 22/23 experience leaders not stop to reflect!

It is so easy to withdraw and blame others. A bunch of "leaders" pulling in opposite directions creates havoc!

I realised that I had leadership capability and will go back and use it!

I do not make a very good follower- I tend to kick against the leader. I am very task focused, very bolshy

A very thought provoking and constructive event, I know the learning will continue to sink in over a period of time. Thank you.

Simon did deliver in giving us vivid examples of group dynamics with today's work environment.

It was enlightening to see how teams & alliances formed so quickly, and how hard it was to collaborate across teams after this

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