



ANALYTIC-NETWORK
COACHING

In-house Leadership Development Programme

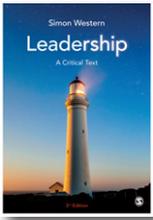
Developed by Dr Simon Western



Analytic-
Network
Coaching
System for
Leaders

A decorative graphic featuring a purple line that forms a large, irregular loop. Three smaller circles are attached to this line: a red one at the top left, a blue one at the top right, and a green one at the bottom left.

New Leadership for our Networked Society



Eco-Leadership The Analytic-Network Coaching System is designed to help managers become 'Eco-leaders'. Eco-Leadership means developing collaborative, adaptive and influencing skills fit for today's networked organizations. Its about changing mindsets from management control to creating distributed leaders throughout the organisation who can influencing change at all levels. Eco-Leadership (Western 2019) is fast becoming the new leadership approach for our times, and Dr Westerns latest book explaining this approach has received rave reviews.

"Destined to become a classic... **Professor Benjamin W. Redekop**

This is a beautifully written and thought provoking book.. **Professor Martin Parker**

Developing Individual leaders and Organizational leadership

We offer a unique coaching-leadership approach, that develops individual, team and organizational leadership.

We can work with one or many cohorts, to create a critical mass of leaders who can lead the change your organization needs.

We work closely with you to tailor the programme to your needs, building leadership capacity and delivering culture change across your organization.

Developing Eco-Leadership, Networked Leadership, Distributed Leadership

An advanced coaching system that supports **new leadership for our networked society**

The most **THEORETICALLY ROBUST**

coaching process in the field today, drawing on psychoanalytic, systems and network theory



Leadership Development based on solid foundations Dr Simon Western designed this programme drawing on his unusual depth of experience in three domains:

Theory: Simon is an internationally published scholar in leadership and coaching, lecturing at leading business schools. He is Adjunct Professor at University College Dublin and is previously, Director of Coaching at Lancaster University management School, and led Masters in Organizational Consultancy (psychoanalytic approaches) at the Tavistock Clinic.

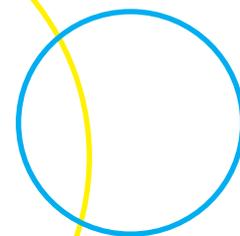
Practice: Simon draws on wide experience as an executive coach and OD consultant working on personal and team leadership, strategy and whole-system change, with CEO's and C-suite leaders in banking, retail, manufacturing, health, education and not-for-profit sectors.

Previously a family psychotherapist, he brings an unusual breadth of experience, ranging from working with powerful executives at the top of organizations to the most marginalised in society.

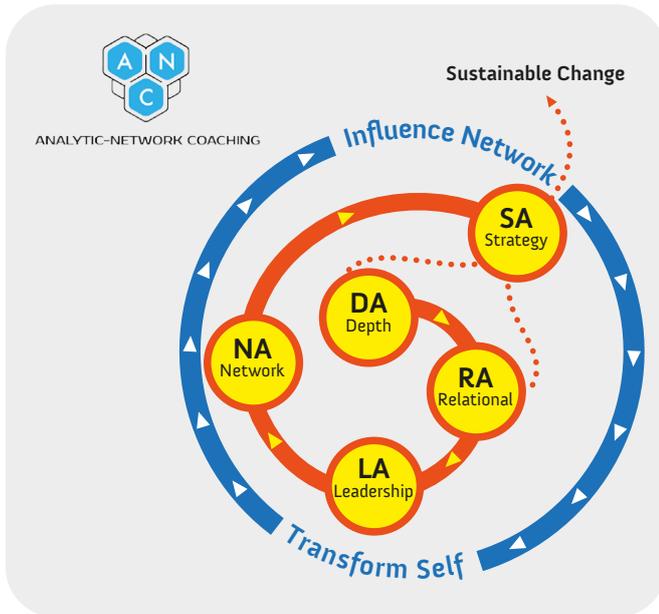
Training and Development:

Simon is an *international key note speaker*, on new leadership for the networked society and coaching to achieve this. His themes are Eco-Leadership, Autonomist Leadership and how organizations can learn from social movements. He applies this expertise to deliver bespoke coaching and development interventions for senior leaders across organizations. He is a leading exponent of experiential and action-learning, designing innovative programmes such as www.lead2lead.com.

Simon has worked with CEO's and senior leaders in many organizations, including London Business School, IMD Business School, HSBC bank, Caterpillar and the NHS.



ANALYTIC-NETWORK COACHING SYSTEM™ FOR LEADERS **Outputs**



Our five-frame system has been tried and tested with leaders across the globe. We use our A-N Coaching System to coach leaders directly in this training programme.

Leadership can be broken down into five core areas set out below

- Self-awareness and values (DA)
- Relationships and teamwork (RA)
- Leadership influence and power (LA)
- Influencing networks to lead change (NA)
- Strategic thinking and planning (SA)

Tailored for your organization

The programme is tailored for your organizations needs, to ensure the training aligns with your company vision, aims and culture.

Time

This is a 3 day programme but can be delivered in modules 1 day + 2 days, or 3 separate days.

Roll Out

The programme is designed to be scalable, to be able to build capacity across the whole organization by training large numbers. To achieve this we can lead the training ourselves, or run an in-house train-the-trainers process and licence you to run the training internally.

Costs

Each programme costs £30,000 and we work with up to 36 participants each cohort.
i.e. £833 per person.

Personal

- **Personal leadership analysis:** The WILD Questionnaire assesses individual leadership styles and reports on individual styles, strengths, challenges and potential. Peer coaching then digs deep to support change whilst practicing leadership-coaching skills.
- **Personal development:** Developing self-awareness, leadership capability, writing a personal development plan utilizing peer-coaching.
- **Developing leadership skills:** Leaders need coaching skills to lead others i.e. influencing skills, relationship skills, giving and receiving feedback. They also need to develop network and strategic mindsets to realize their leadership potential.
- **Certificates of attendance** are given to individuals for CPD purposes.

Team

- **Team Development:** Improving relationships, working creatively together, managing conflict and tensions, building trust, exploring group dynamics.
- **Team Leadership:** Improving team-work and collaboration skills. We train participants to both follow and lead, as active following is also an art and skill! The best teams distribute and change leadership as contexts change. Leaders become followers and followers leaders as required.
- **Strategic planning for action:** Participants plan strategies to achieve individual and team goals.

Organizational

- **Improved Organizational Performance:** The course delivers more effective teams, improved collaborative working, building leadership capacity and culture change.
- **Innovate and motivate:** This programme raises morale, engages people and develops innovative and network mindsets. Participants are motivated as they discover their new potential to change things.
- **Building New Networks:** We support your organization to select the right mix of participants, so that the organization can build new, lasting networks across the company.
- **Organizational Audit:** Our task is not only to train but also to act as a learning hub for your organization. We gather hard and soft data from these courses, and write an organizational report for you, reporting on strengths, challenges and themes that arise from our advanced data analysis.

Leadership development based on rigorous theory and depth of experience

'Simon Western has coached both teams and individuals at HSBC. His coaching enables individuals and groups to think about their personal purpose and center their authentic leadership effectively and consistently in the networks that make up their personal and professional lives. His unique perspective helps individuals to achieve harmony between different aspects of life, and thus authenticity.'

Christopher Yates - Global Head of OD, HSBC Bank

'Coaching with Simon has enabled me to connect my personal, leadership and organisational issues in a profound way and to make major leaps of understanding...'

Dr Lynne Sedgmore, CBE, CEO - UK National Centre for Excellence in Leadership, Education Sector



Turning managers into leaders

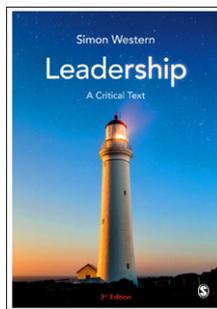
Developing leadership capacity across your organization

Training Programme with Dr. Simon Western



Contacts

To discuss this leadership programme for your organization
Contact Simon Western -
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Website www.analyticnetwork.com



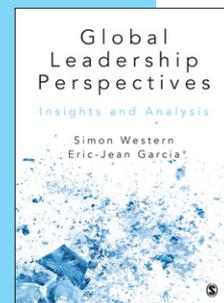
'In a highly original way, Dr Western helps us to obtain greater insight into the enigma of leadership.'
Manfred Kets de Vries - Director, INSEAD Global Leadership Centre

'An outstanding addition to the Leadership literature.'

Professor Cary L. Cooper CBE - Professor of Organisational Psychology and Health, Lancaster University

This book provides a unique and much needed voice to the field of leadership studies, and will have a significant impact worldwide.'

Professor Jonathan Gosling - Director of the Leadership Centre, Exeter University

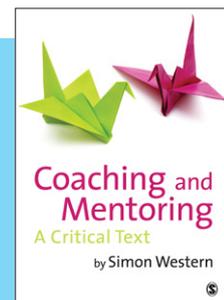


This is an unusual and path breaking book. Simon Western explores coaching in its many variations and simultaneously critiques the different discourses that comprise it.'

Larry Hirschhorn - Professor of Human and Organization development at Fielding Graduate University, Principle CFAR

'Finally an in-depth inquiry into coaching and why it is so popular. Coaching and Mentoring contains a profound analysis of the cultural background of coaching.'

Erik de Haan - Director Centre for Coaching, Ashridge University; Professor of organization Development and Coaching, VU University Amsterdam



ANALYTIC-NETWORK COACHING