



ANALYTIC-NETWORK
COACHING

The **Leadership Game**™

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



Experiential leadership event for up to 60 people

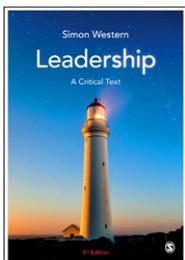
Bringing inclusion and diversity to life!

Learn how leadership is a collaborative practice, not an individual acting heroically!

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 experiment, taking up 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 internationally acclaimed book *Leadership a critical text* (Sage 2019).



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

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

"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 Center* writes:

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
- How to collaborate and influence networks
- Aligning leadership and organizational culture
- Understanding the big picture: whole system thinking, organizational culture

Participants work in a mixture of small teams, large groups and cross-team groups. Teams are given challenges related to real work situations. Expert consultants give teams and individuals feedback analysis of how they worked together, identifying learning points and coaching support.

Learning Application

Our aim is to unleash leadership capacity and to address the personal, team 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!

Individual Take Away

- Each individual receives a personalised leadership report, based on researched based questionnaire (www.hiddenleadership.com)
- Personal mastery of leadership: skills analysis and feedback
- Team building, collaboration and team effectiveness skills
- Conceptual frameworks of leadership applied in the workplace
- Strategic thinking – how to influence change
- Enhanced leadership presence and active followership

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 culture change
- Bringing inclusion and diversity to life!

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 the event for you, to ensure the participants are working on the real challenges they face.

We work with MBA's and executive education programmes, and with in-house leadership development 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 Ltd, 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. Dr Western has adapted this to address contemporary leadership challenges, drawing on the latest leadership thinking.

The Leadership Game Clients:

HSBC Global O.D. Team, Scottish Government Leadership programme, Caterpillar Global OD team, Via Rail Canada; McGill University Canada, McGill University Montreal Executive Programme, Marconi, Lancaster MBA, Hertfordshire MBA, IMPM (International Masters in Practicing Management led by Henry Mintzberg), 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 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

Call to Action!

The Leadership Game™ can be the launch pad for developing the new leadership culture change needed to drive success in your organisation.

It is inspirational, provokes learning, teaches new skills and engages participants. Most importantly it has direct application to the workplace.

"The Leadership Game both challenged and inspired me. I now lead my team so differently and the results are profound."

To discuss how The Leadership Game™ can be designed for your organisation, and supported by other leadership development activities.

Contact Simon@analyticnetwork.com www.analyticnetwork.com