**POD Leadership Development Programme**

This programme is based upon the foundations of The Gallup Strengths Based Leadership platform; globally recognised and used in public and corporate organisations.

Strengths Based Leadership identifies the quartet of critical leadership domains that contribute towards successful execution of strategy.

The four domain areas are:

- Strategic Thinking

- Relationship Building

- Influencing Others

- Execution

These provide a blueprint for the four modules of course content specifically focused towards your needs, with tools to help you navigate complexity as developing leaders.

Each of us have primary strengths within these domains. The programme will help you understand how to collaborate more effectively utilising and recognising the different strengths within any team.

This eight day course specifically designed for Health Care Leaders is run over a three month period in three blocks of 3+3+2 days, to enable spaced learning and appropriate reflection.

Delivered by Neil Jobling and Maggie Smith, two expert trainers with extensive experience of design and delivery in public and corporate arenas including Perkin Elmer Ltd, PPG Ltd, Triumph Motorcycles Ltd, Acute and Community based NHS Organisations across England, Fire and Rescue Services, LOROS and Rainbow's charitable organisations. They are vastly experienced trainers, developers and coaches and have held both Clinical and Senior Leadership roles in Healthcare.

The course is highly interactive, enabling group discussion, collaborative learning and reflection. A range of activities will keep delegates engaged and team delivery keeps energy high and enables multiple perspectives to be explored.

Prior to the start of the course delegates will undertake the Gallup Strengths Based Leadership online profile and will receive one-to-one feedback with Maggie to help fully understand their profile and it's implications.

The programme is practical in nature in that delegates will explore leadership tools associated with each of the 4 Leadership Domains identified by Gallup.

This course leaves the delegates with a clear framework and tools to navigate through complexity and develops greater awareness of self and others in a team setting to execute against strategy.

[Management and Leadership Development - POD Ltd](https://podltd.com/services/management-leadership/)

**UK MetBioNet Improvement project**

In parallel to undertaking the formal leadership course, each delegate will complete a short improvement project where the ‘Strengths Based’ approach taught through the POD course can be applied and reflected upon.

Each project must have a clearly defined outcome that benefits the UK MetBioNet stakeholder group. Whilst a list of potential projects will be provided, candidates will be encouraged to submit their own ideas.

Following completion of the course and the project, all delegates will be invited to attend a presentation day where they will have an opportunity to show case their projects to the Stakeholder group, Industry Partners and invited guests.

The delegate who is considered to have best demonstrated leadership, initiative and delivery of a successful project, will be offered a place on the ‘Metabolic Minds’ programme.