

Leading through Turbulent Change

A series of high-impact, daily 2-hour
Leadership Innovation Webinars starting 6th July.



Click [here](#) to register!

In the face of the dramatic impact of COVID19 and keeping to public health guidelines, businesses, leaders and employees are experiencing turbulent change. Life and work are changing before our eyes, old challenges have become harder and it can be difficult to see the opportunities and paths ahead for our organisations.

After a very successful trial with Sheffield City Region SME leaders we have launched a series of daily webinars focusing on a range of critical leadership topics to help you lead your organisations through these challenging times.

We're keen for all regional SME leaders to join this programme, regardless of your situation. You might be in a great place with increased orders in which case we can help you lead yourself and your organisation to success. We'd also like you to join us if your organisation is be going through more difficult times; we're sure we can help.

Each webinar is designed to help leaders take some time away from their day-to-day pressures and to recalibrate their mindsets, roles and leadership practices to the current challenges and new opportunities.

These are high-quality events; recent participants were extremely positive about their experiences; all people said that the webinars have helped them better lead their organisations through these turbulent times.

Schedule:

Dates	Times	Subject
Monday 6 th July	Noon – 2pm	Leading Self
Tuesday 7 th July	Noon – 2pm	Leading Others (Introduction)
Wednesday 8 th July	Noon – 2pm	Leading Organisational Change
Thursday 9 th July	Noon – 2pm	Leading Others (Intermediate – focus on Coaching Skills)
Friday 10 th July	Noon – 2pm	Mobilising Practice & Learning Groups
Monday 13 th July	Noon – 2pm	Engaging Employees with Change
Tuesday 14 th July	Noon – 2pm	Leading Organisational Change (Repeat)

Webinars will be delivered by Vincent Traynor and Dr Sarah Fidment who are leadership and change subject-matter experts from Sheffield Business School.

Webinars will be Zoom-based and no preparation is need. You'll find them to be engaging, collaborative, applied and, most of all, helpful. Please note that we will not be offering any advice or guidance relating to the government's Covid 19 response.

Programme Information

Subject	Webinar Focus
Leading Self	<p>We'll examine a range of innovative models to help you better lead yourself through turbulent change.</p> <p>We'll focus on:</p> <ul style="list-style-type: none"> • What happens to people in turbulent times? • Understanding the transition • Emotional responses • Prioritisation • Re-examining your Role • Support Systems
Leading Others (Introduction)	<p>We'll examine a range of models to help you better lead others through turbulent change.</p> <p>We'll focus on:</p> <ul style="list-style-type: none"> • Leadership spectrum • Role Review • Coaching 101 • GROW Model • Limiting Assumptions • Plan, Do, Review
Leading Others (Intermediate – focus on Coaching Skills)	<p>We'll focus specifically on coaching skills to unlock potential and improve performance.</p> <p>We will examine and practice the following:</p> <ul style="list-style-type: none"> • GROW Model (applied) • Working with the others' story and agenda • Managing your own emotions
Leading Organisational Change	<p>We'll examine a range of models to help you better lead organisational change.</p> <p>We'll focus on:</p> <ul style="list-style-type: none"> • Your organisation context • Change Planning • Change Leadership • Innovation • Your Role
Engaging Employees with Change	<p>We'll examine what change means for people, how we can view resistance more helpfully and what we can do to engage people in change.</p> <p>We'll focus on:</p> <ul style="list-style-type: none"> • Impact of change on people • Understanding Resistance • Engaging people in Change • Ideas to build engagement

Mobilising Practice & Learning Groups

Many people are benefitting from the interactive nature of our webinars and we know, from feedback, that some of you would like to take your development to the next level.

Practice and Learning Groups are a fabulous way to do this, where you work in a small group for mutual support and challenge.

If you have a senior leadership role in a Sheffield city regional SME, the NHS, health or the care sector and if you have attended the Leading Others (Introduction) webinar, you can register to join this programme.

It would be helpful if you could also join the Leading Others (Intermediate) workshop on Thursday 9th July.

We will:

- Explain what a Practice and Learning Group is
- Form you into your new Practice and Learning Group
- Get you started with some practical and useful activities
- Help you mobilise yourselves to work independently

Tutor Profiles

**Sheffield
Hallam
University**

**Sheffield
Business
School**

Profile - Vincent Traynor



Vincent Traynor is a Principal Lecturer at Sheffield Business School and an independent executive coach, organisation consultant and supervisor of professional practice.

He has 25 years' experience specialising in the development, delivery and evaluation of one-to-one and group-based interventions that develop clarity, competence, collaboration and commitment to new ways of being and working.

Clients have included: BT, Centrica, Sky, Vision Express, PwC, the NHS, UK Athletics, Surrey County Council, Sheffield City Region Growth Hub and SHU.

Vincent's academic focus is coaching, mentoring, organisational leadership and change. He is a Senior Fellow of the Higher Education Academy and holds a PgC in Research.

He has over 700 hours of coaching and consulting experience working with executive and mid-level leaders across a broad range of sectors. He holds the following professional practice qualifications and accreditations:



- Global Master Practitioner Executive Coach with the EMCC coaching body
- Accredited Supervisor of Professional Practice (EMCC ESIA)
- Postgraduate Certificate – Executive Coaching
- Postgraduate Diploma – Coaching Psychology
- Postgraduate Diploma – Coaching Supervision
- Advanced Diploma Tavistock Institute – Advanced Organisation Consultancy
- Master's degrees in Management and Telecoms & Innovation
- Mental Health First Aid
- Chartered Engineer CEng MIET (Lapsed)

Profile - Dr Sarah Fidment



Dr Sarah Fidment is Subject Group Leader and Principal Lecturer in Organisational Behaviour and Human Resource Management in the Sheffield Business School.

She teaches in the subjects of leadership and change and strategic people management on UG and PG Apprenticeships and Executive Education and is a Fellow of the Higher Education Academy, holds a MSc in Leadership and Management and a Doctorate of Business Administration in Executive Leadership Development. She was the External academic advisor for the L7 Senior Leader Postgraduate Apprenticeship Standard (SLMDA) Trailblazer Group and the External academic advisor for the L5 Operations/Departmental Manager Apprenticeship Standard. She is an active board member of the International Journal for Human Resource Development and her research interests are in the Embodiment of Leadership.

Having led on over 50+ Leadership Development Interventions working with executive and mid-level leaders across a broad range of sectors she has over 15+ years in programme design, development and delivery. Her clients have included: SIG PLC, Tesco, The Post Office, The Co-operative Group, The NHS, Nestle, Morrison's, Hovis, the Sheffield City Region and The Department for International Development.

She holds the following professional practice qualifications and accreditations:

- Tutor membership of the Institute of Leadership & Management
- Member of the Chartered Management Institute
- Postgraduate Certificate in Teaching and Learning
- Postgraduate Diploma in Human Resource Management
- MSc in Leadership and Management
- Doctorate of Business Administration in Executive Leadership Development
- Insights Personality Profiling Practitioner
- Roche Martin Emotional Capital Practitioner
- Insights Thriving Through Change Qualification
- Mental Health First Aid Champion

