Navigate Uncertainty, Build Resilience: Invest in Leadership with Constantiam

In an era of economic shifts and evolving workforces, strong leadership is no longer a luxury, it's a necessity. Organisations that invest in leadership development are building resilience, improving outputs, and future-proofing their success.

Constantiam offers a comprehensive suite of leadership development solutions designed to impact your entire organisation:

Our Fixed-Price Leadership Courses:

- **The Character Advantage:** Develop the core values, self-awareness, and personal effectiveness essential for impactful leadership at any level.
- **Team Dynamics:** Learn the strategies and techniques to build cohesive, collaborative, and high-performing teams that drive results.
- **Emerging Leadership:** Equip your rising stars with the fundamental skills and confidence to step into leadership roles and inspire others.
- **Enhanced Leadership:** Elevate the capabilities of your experienced leaders, empowering them to navigate complex challenges and drive strategic growth.

The Constantiam Difference:

Built on real-world experiences and brought to life through engaging stories, our training transcends dry theory. We provide practical, actionable insights that delegates can immediately apply, leading to tangible improvements in performance and output. Our sessions are designed to be interactive, fun, and memorable.

Beyond the Set Curriculum:

Recognising that every organisation is unique, Constantiam also specialises in developing **bespoke leadership courses** tailored to your specific challenges, goals, and industry.

Invest in your people. Build a resilient, high-performing future with Constantiam Training.

Ready to empower your leaders and future-proof your organisation?

Contact us today to learn more about our fixed-price set courses and bespoke development options.

Set Courses in Outline:

Course Title	Cost & Duration	
	Half Day Version	Full Day Version
The Character Advantage	£350	£500
Team Dynamics	£350	£500
Emerging Leaders	£350	£500
Enhanced Leadership	£350	£500

Note:
- Stated costs are course delivery. Additional expenses, e.g. travel, to be discussed and agreed.
- Recommended, Maximum, attendance per session is 15 people.
- Please see attached detailed course descriptor to assist choosing preferred, most suitable options.

Beyond skills: The Character Advantage. Strong character fosters stronger teams, better results, and brighter careers.

Course Title: The Character Advantage: Building Success Through Integrity
Duration: 3.5 hours
Target Audience: Professionals at all levels
Overall Goal: To introduce participants to the concept of good character as a valuable professional asset and provide practical insights into its benefits and cultivation.
Underpinning Model: Social Cognitive Theory (SCT)
Learning Objectives: By the end of this course, participants will be able to:
- Define 3-4 key elements of good character relevant to their professional lives.
- Understand at least two ways good character positively impacts workplace dynamics.
- Identify one potential negative consequence of poor character in a professional setting.
- Recognise at least one practical strategy for consciously demonstrating good character at work.

Course Title: The Character Advantage: Building Success Through Integrity
Duration: 7 hours
Target Audience: Professionals at all levels
Overall Goal: To equip participants with a clear understanding of how good character traits translate into tangible professional benefits and to inspire them to cultivate these qualities in their daily work.
Underpinning Model: Social Cognitive Theory (SCT)
Learning Objectives: By the end of this course, participants will be able to:
- Define key elements of good character in a professional context.
- Understand the direct link between good character and trust, respect, and credibility.
- Identify how specific character traits (e.g., honesty, empathy, responsibility) impact workplace dynamics and outcomes.
- Recognise the negative consequences of poor character in a professional setting.
- Develop practical strategies for cultivating and demonstrating good character in their daily work.
- Understand how good character contributes to long-term career success and organisational reputation.

CONSTANTIAM
Consistency Breeds Accuracy

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*Transform your
team with the power
of effective dynamics*

Course Title: Team Dynamics
Duration: 3.5 hours
Target Audience: Team members, new team leaders, individuals interested in understanding the fundamental elements of effective teams.
Overall Goal: To provide participants with a foundational understanding of team dynamics and equip them with practical strategies for improving communication and collaboration within their teams.
Underpinning Academic Model: Hackman's Model of Team Effectiveness.
Learning Objectives: By the end of this course, participants will be able to:
- Understand the six enabling conditions of Hackman's Model of Team Effectiveness.
- Identify the importance of a "Real Team" with clear boundaries and interdependence.
- Recognise the impact of a "Compelling Purpose" on team motivation and direction.
- Appreciate the significance of having the "Right People" with necessary skills and mindsets.
- Gain a foundational understanding of "Sound Structure" in terms of task design and norms.

Course Title: Team Dynamics
Course Duration: 7 hours
Target Audience: Team leaders, project managers, experienced team members looking to deepen their understanding and application of team effectiveness principles.
Overall Goal: To enable participants to cultivate high-performing teams by developing advanced skills in communication, conflict resolution, trust-building, and team process optimisation, leading to enhanced collaboration and overall team effectiveness.
Under Pinning Academic Model: Hackman's Model of Team Effectiveness.
Learning Objectives: By the end of this course, participants will be able to:
- Comprehensively understand and apply all six enabling conditions of Hackman's Model of Team Effectiveness.
- Diagnose the strengths and weaknesses of their own teams based on Hackman's framework.
- Develop strategies for creating a "Real Team" with clear boundaries and shared identity.
- Articulate and reinforce a "Compelling Purpose" that motivates and aligns team members.
- Understand how to select and develop the "Right People" for optimal team performance.
- Design "Sound Structure" with effective task design, roles, and norms.
- Create a "Supportive Context" that fosters collaboration and provides necessary resources.
- Implement effective "Team Coaching" strategies to guide and develop their teams.
- Develop an action plan for improving the effectiveness of a specific team.

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Emerging Leaders,
Develop, Adapt and Thrive
as a Leader.

Course Title: Emerging Leaders
Duration: 3.5 hours
Target Audience: Emerging leaders with some initial experience or identified potential.
Course Goal: To equip emerging leaders with an understanding of the Situational Leadership Model and the ability to diagnose follower development levels and adapt their leadership style accordingly for improved effectiveness.
Under Pinning Academic Model: Situational Leadership Model
Learning Objectives: By the end of this session, participants will be able to:

- Understand the core principles of the Situational Leadership Model.
- Identify the four follower development levels (D1-D4).
- Recognise the four corresponding leadership styles (S1-S4).
- Begin to analyse scenarios and match appropriate leadership styles to follower development levels.
- Understand the benefits of flexible leadership.

Course Title: Emerging Leaders
Course Duration: 7 hours
Target Audience: Emerging leaders seeking a more in-depth understanding and practical application of the Situational Leadership Model.
Course Goal: To equip emerging leaders with an understanding of the Situational Leadership Model and the ability to diagnose follower development levels and adapt their leadership style accordingly for improved effectiveness.
Under Pinning Academic Model: Situational Leadership Model
Learning Objectives: By the end of this session, participants will be able to:

- Thoroughly understand the principles and nuances of the Situational Leadership Model.
- Accurately diagnose the four follower development levels (D1-D4) in various contexts.
- Confidently apply the four corresponding leadership styles (S1-S4) effectively.
- Practice adapting their leadership style through realistic scenarios and simulations.
- Develop strategies for effectively transitioning followers through different development levels.
- Understand the importance of communication and feedback within the model.
- Create a personal action plan for applying Situational Leadership in their current and future roles.

Enhanced Leadership
Elevate Your Influence,
Empower Your Teams.

Course Title: Enhanced Leadership
Duration: 3.5 hours
Target Audience: Team Leaders, Supervisors, Project Managers, Individuals aspiring to leadership roles.
Course Goal: To equip participants with a foundational understanding of Leader-Member Exchange (LMX) theory and provide them with practical strategies to initiate the development of stronger, more effective relationships with their team members.
Under Pinning Academic Model: Leader-Member-Exchange (LMX) Theory
Learning Objectives: By the end of this session, participants will be able to:

- Understand the core principles of Leader-Member Exchange (LMX) Theory.
- Recognise the characteristics of high-quality and low-quality LMX relationships.
- Identify the benefits of fostering high-quality LMX relationships for both leaders and team members.
- Reflect on their current relationships with their team members through the lens of LMX.
- Identify initial steps to improve their LMX relationships.

Course Title: Enhanced Leadership
Duration: 7 hours
Target Audience: Team Leaders, Supervisors, Project Managers, Middle Managers.
Course Goal: to enable participants to develop a comprehensive and strategic approach to leadership through the application of Leader-Member Exchange (LMX) theory. Participants will gain a deep understanding of the nuances of LMX, learn to diagnose relationship quality, and master advanced techniques for cultivating high-quality, mutually beneficial relationships with each team member.
Under Pinning Academic Model: Leader-Member-Exchange (LMX) Theory
Learning Objectives: By the end of this session, participants will be able to:

- Demonstrate a deep understanding of Leader-Member Exchange (LMX) Theory, including its evolution and nuances.
- Critically analyse the factors that influence the development and maintenance of LMX relationships.
- Evaluate the impact of LMX quality on a wider range of organisational outcomes (e.g., innovation, organisational citizenship behaviours, team cohesion).
- Diagnose the quality of their current LMX relationships using various tools and techniques.
- Develop comprehensive and personalised strategies for building and sustaining high-quality LMX relationships with diverse team members.
- Practice key communication and interpersonal skills that foster strong LMX.
- Create a detailed action plan for improving their LMX relationships and identify potential challenges and mitigation strategies.