



developing leaders
to their full
potential

Training and development perfected



Leadership Management® International was founded in 1966 and now operates in over 60 countries around the world. LMI-UK was established in 1997 with the sole purpose of developing people to their full potential. We are the foremost management and personal development, leadership skills and sales training provider in the UK and have a well deserved reputation for delivering measurable results, while respectfully considering your organisation's core principles and ethos.

Our team of programme directors are passionate about helping people achieve exceptional levels of performance. We share the goal of ensuring you achieve **The Slight Edge** that sets you apart from the competition and support you as you accomplish an extraordinary height of excellence.

It is well documented that organisations that invest in leadership development hold the key to dramatically improved business performance, and the hundreds of high achieving companies we work with would all agree. The majority of our clients are returning customers who want all their people to benefit from the same outstanding achievements as themselves.

If you are serious about making a significant difference to your performance and productivity then you should speak to us.

Why choose LMI-UK

For more than 40 years LMI have been adding significant value to businesses worldwide by improving the efficiency, effectiveness and performance of people and teams. We deliver our training using a **Unique Process** of multi-sensory techniques and spaced repetition, learning over time to ensure long-lasting results.

LMI Programmes are endorsed by The Institute of Leadership and Management (ILM) and The Institute of Sales and Marketing Management (ISMM) and have been developed and perfected over decades to guarantee extraordinary results in management and personal development, leadership and sales training.

You can choose from one-to-one mentoring or join a small team of like-minded professionals on one of our Open Courses. We will meet at your own place of work or at an alternative suitable location - the choice is yours.

To improve we must change



If we are to develop technical skills we must first learn methods and techniques. To develop leadership and management skills we must first change and adopt new habits and behaviour, which bring about improved results. In order for behaviour to change, so must attitudes. Most of our behaviour is born out of habit so changing these practices is not easy.

Change is progressive and needs to be worked on a little bit at a time or else we become overwhelmed. If we try to take on too much at once we will surely fail. Instead, we must find the changes that hold meaning for each of us and concentrate on these first before moving forward.

A balanced life

Achieving your full potential means improving and developing all areas of your life, it is not just about work. While our business lives take up a great deal of time there must be a balance.

We ask all of our participants to examine where they are now and what they wish to achieve not only in their working lives but with issues relating to their family, culture, education, fitness, and spirituality. It is only by achieving a complete balance that we can maximise our potential.

Producing results

Participants immediately start working on their plan of action to set goals for the results they want to achieve.

Implementing the LMI process over several weeks offers invaluable benefits by putting into practice what is learnt. Changes in behaviour start immediately and long term retention of new habits is strengthened by everyday application.

To reinforce the learning process participants complete weekly progress reports so that results can be measured. As people see their accomplishments they are motivated and encouraged to achieve more ambitious targets.

We could all do with a little help. No matter how successful we are, we can all learn new skills and benefit from guidance to see how we might develop and change.

How it all works



Unlike many other training courses, we establish **what you want** to achieve from your investment before we start the programme. Your goals become the driving force of the results centred process.

Because change is progressive, we deliver in bite sized 1 to 3 hour sessions over several weeks. We introduce participants to small amounts of information on a repeated basis to substantially improve their ability to absorb, retain, and apply the ideas presented.

Multi-sensory learning

As well as providing written lessons we also provide a recording of the lesson text on CD. Participants use the tactile sense of writing to record their thoughts and ideas as they read through the programme and to produce a written plan of action. It is well known that the act of writing makes abstract concepts concrete and creates strong pathways that the brain will easily remember.

Facilitating and coaching

LMI-UK Programme Directors do more than just train people. A training coach, in our view, tells participants how to do something. This method works well when teaching technical and professional skills but simply wont work when developing core processes such as time management, self motivation, and effective communication.

Change can be difficult and having the courage to change is not easy. As facilitators we support participants as they overcome their own self doubts and strive to achieve greater success in life, for themselves and for their business.

Progress is tracked at every stage starting with pre-course interviews followed by a mid-term assessment before final evaluation meetings and presentations are conducted. After each coaching session feedback reports are completed to assess progress towards personal and business objectives. This information is shared between participant, manager and LMI-UK Programme Director to ensure we are on track.

Participating in an LMI programme is not an academic or theoretical exercise. Action must be taken if results are to be achieved for individual and their business. Participants can decide for themselves how they will change their behaviours and achieve their goals.

Success stories



“ I am able to delegate more effectively and help develop my teams’ capabilities while improving specific skills to enable me to handle people and their problems. ”

“ I now enjoy my job much more and I am able to pass on what I have learnt to my peers, which in turn will help to improve our company’s overall performance. ”

“ I was provided with a combination of insightful knowledge and guidance together with excellent support materials. This has all proved extremely pertinent in steering me through a crucial stage of my personal and professional journey. ”

“ Normal lessons taught are forgotten before the end of the teaching, but not this time. The programme was very helpful both for my career and home life. ”

For nearly a decade, LMI-UK have put our expertise and strengths into practice for organisations across Britain; working with businesses large and small, across all industry sectors.

The benefits of working with LMI-UK are best demonstrated in the words of our clients. LMI-UK Programme Directors have worked with the businesses listed below to help them overcome leadership challenges.

Bank of America

Handelsbanken

bp chemicals

Philips

Corus Hotels

Start-rite Shoes

Allied Irish Bank (GB)

Airtex Products

Deutsche Bank Group

Merseyside Society for Deaf People

bp castrol

Endsleigh Business Insurance

Innovene

SEEDA

Nike UK

Ralph Lauren

Warwick University

Sony Entertainment UK

Stoke Mandeville Hospital

IGI Insurance

Our programmes



People are the heart and soul of every organisation, the key to business success and your company's greatest asset. Success is accomplished through individuals, equipped with the right skills, performing effectively and efficiently.

LMI-UK leads the way in training and performance improvement through people. We specialise in delivering high impact, multi-sensory training programmes that ensure maximum effect and long-term results. Training should be enjoyable, effective and challenging with immediate improvements achieved for both participants and clients. You can also choose from either one-to-one coaching or join a small team of like-minded professionals at one of our Open Courses.

Every LMI Programme is endorsed by either the Institute of Leadership and Management (ILM) or the Institute of Sales and Marketing Management (ISMM).

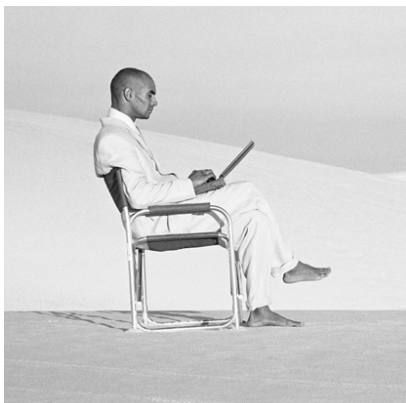
Effective Personal Leadership[®]



This popular programme helps existing leaders, managers and individuals to concentrate on their personal performance, leadership skills and develop their potential. Whether they are aware of it or not, everyone has a level of responsibility in representing their business to the outside world. Their personal motivation and self-image determines how effectively they perform, respond and lead. The EPL[®] programmes are LMI's premier business leadership programme.

The programme focuses direction, aids increased productivity and revives enthusiasm so that both organisational and personal goals can be achieved. Participants work with an experienced LMI-UK coach on a one-to-one basis over a number of months; this means that the programme can be tailored to specific requirements as they work at a pace comfortable for them.

Effective Personal Productivity[®]



The programme specialises in helping individuals to improve their ability to plan, organise, and make more effective use of their day. The Effective Personal Productivity[®] programme is designed for those with existing management responsibilities, from first line managers to senior directors, who also want to develop as an individual, achieve goals and enjoy greater success.

By learning about a powerful goal setting process, participants can improve their communication, time management and delegation skill. At the same time, they find out about how to empower others and increase team productivity. The methods and techniques taught are a valuable resource for developing existing skills and reinforcing productive attitudes.

Effective Motivational Leadership®



Your organisation doesn't need more managers: it needs more leaders. This is LMI's premier programme for creating or improving the skills of leaders who wish to inspire and motivate their staff. It is designed to increase an individual's personal ability to perform in a strong leadership role. By helping to define and develop the organisation's purpose and structure, this course ensures that the right people are in the right roles.

The programme is designed to enhance the performance of every manager, from the recently promoted through to the most experienced. We look at how to introduce new concepts, clarify priorities, develop managerial leaderships and refine business and personal goals. The ideas explored during the programme offer a valuable resource. Even experienced managers will be inspired, discover new enthusiasm, and become even more effective as a result.

Effective Motivational Management®



This programme will assist you to identify the true needs of staff without making assumptions or using the motivations of the company as the only guide. When leaders can understand the underlying needs and desires of their staff they can act appropriately and motivate staff to take action.

This is LMI's premier programme for senior managers who wish to develop their team leadership skills. Those attending the course will learn new concepts on how to clarify priorities, develop managerial leadership and refine their business and personal goals. The ideas explored during facilitation are an invaluable resource. Suitable mainly for experienced managers, it will instil new enthusiasm into their efforts, enabling them to become even more effective as a result.

Effective Supervisory Management®



Team leaders are the crucial link between senior management and the work force. However, many people move into a supervisory role with virtually no training. This means they face their new role without the proper skills to prepare them for the challenges and responsibilities they will now face.

This programme is designed especially for first time or middle managers. It has been developed to prepare them for their change within the company and will help to achieve the organisation's goal of increased productivity, reduced operating costs and increased profits by improving the effectiveness of supervisors and managers.

Participants will discover and reach a greater understanding of the management role so that better results can be achieved, teamwork can be improved, and an overall sense of mutual support can be developed to accomplish individual and organisation goals.

Effective Team Dynamics®



A successful team doesn't 'just happen'. It's rare for a group of individuals to work together without friction, and hoping that everything will just click into place when it matters simply isn't going to work in the long term. For a team to succeed, they need to continually practice and challenge their collaboration.

Only by constantly improving interactions and looking at the relationships between its members, can real teamwork be achieved. When it does work, the rewards are significant. In fact, when a team works successfully and efficiently, everyone benefits. When synergy is created between its members, a winning team can truly perform better than the sum of its parts.

The Effective Team Dynamics® programme is designed to enhance and improve the effectiveness of a department or project workgroup. It demonstrates how to create strong bonds of mutual trust and respect between colleagues, regardless of their level of authority or position.

Effective Selling Strategies®



This programme is perfect for owners of small enterprises, start-up's, and people with no previous sales experience who wish to grow their business.

Nothing happens in any organisation until a sale is made. A good sales team, together with respect for the skills of a sales professional, is at the heart of any great organisation. This is a truly powerful programme for sales professionals at any level. It focuses on two key aspects of sales training: skills and attitude. It's in these two vital areas that most sales people need the most help and reinforcement.

Within days of starting the programme, participants will experience tangible results, such as an increase in the number of calls made, more sales being closed, larger orders, expanded target markets, greater client satisfaction, and other specific, measurable activities.

Effective Personal Management® Workshop



There are only so many hours in the day, but this one day workshop aims to show how much more productive we can all be with the right tools. The Effective Personal Management® One Day Workshop is a popular and highly interactive insight on how to do more with the time we have. Participants learn techniques to improve their communication skills and valuable tools to increase efficiency.

Included in the workshop is a My Tyme® Success Planner™, a personal planning and organisation system that will enable you to put what you have learnt into practice from your first day back at work.

Profile Evaluation System



The LMI **Profile Evaluation System™** (PES) is an effective tool that provides a comprehensive description and analysis of an individual's aptitude and personality. It was developed with the goal of helping companies make sound retention, assignment, training and promotion decisions and has been implemented by thousands of organisations worldwide over the last 35 years.

The PES looks for over 100 possible combinations or correlations and the relationships between the traits of the person's personality and the mental aptitudes that derive these combinations. This is achieved by characterising individuals on a number of psychological traits that are important for job performance. Thereafter the PES allows companies and individuals to put to maximum effect the abilities, skills and personalities of employees.

If the results of the PES are utilised to maximum effect there is greater comfort and productivity on the part of employee. Staff retention will improve and organisational yield will be maximised. While all managers acknowledge the importance of the hiring function most also recognise the importance of developing management and leadership skills in their present employees. Information about individuals tendencies is also extraordinarily valuable in these contexts.

The PES programme is available on-line via a web link where the individual is taken through 6 areas of questioning, some of which is timed. Upon completion, the responses are calculated and a comprehensive report delivered. The report provides important information on 6 mental aptitudes and 10 personality dimensions, along with 2 validity scales.

The Profile Evaluation System measures:

Mental Aptitudes	Personality Dimensions	Validity Scales
Mental Alertness Business Terms Memory Recall Vocabulary Scanning Accuracy Mechanical Interest	Nervous Tension Character Strength Work Habits Sociability Emotional Maturity Dominance Competitiveness Stamina Naiveté Motivation	Distortion Equivocation

LMI-UK use PES reports to enhance effectiveness and success when coaching and facilitating participants through any one of our unique LMI Programmes.

Next steps

In order to improve we must first change and this requires desire, determination, and unrivalled levels of focus.

LMI-UK Directors will guide and support you through this process and be there to celebrate your success.

Whether you are looking for one-to-one coaching, leadership forums or in-house facilitation, we have expert advice available to guide you.

LMI-UK focus on your requirements to help you plan for a more productive, profitable and successful future.

Contact us

To learn more about LMI-UK and the full range of programmes, workshops and services we offer, contact:

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Testimonials



LMI-UK were keen to incorporate our culture and values into the training.

Following completion of the programme, the feedback from all involved was universally positive.

C O

Bank of America

I have emerged from this programme with a different outlook on leading my team, one that will enable a more effective performance from a more empowered group of managers.

A J R

bp

It is a testament to the programme I completed that I have been able to cope with a recent exceptional workload far more effectively than I would otherwise have done. A highly motivating experience.

R M B

Airtex Products

Since working with **LMI-UK** our customers have commented on the sense of focus, energy and determination to succeed throughout the company. This is having a positive impact on our bottom line.

D A

Start-rite Shoes Ltd

Understanding the theories and then applying them proved a great way to learn and above all, has given me renewed confidence.

Dealing with people and solving problems now seem easier than before. I now enjoy my job much more and I am able to pass on what I have learnt to my peers, which in turn will help our company's overall performance

C W

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