

LEAP INTO LEADERSHIP

LEARN, EVALUATE, APPLY, AND PRACTICE

TRAINING IS JUST THE FIRST STEP — PUTTING IT INTO PRACTICE IS WHERE THE REAL CHALLENGE LIES...

How will the success of management training be measured once applied in the real world?

STAGE TWO: LEAP PROGRAMME

DELIVERED BY NICKI CROWHURST, HR
CONSULTANT & LEADERSHIP PRACTITIONER

HOW2HR

Unlock your Leadership potential

WHAT HAPPENS AFTER TRAINING: THE HARD WORK BEGINS BUT SUPPORT DIMINISHES



- Business as usual — no lasting change
- No accountability, no pressure to act
- Skills quickly fade without real application
- Motivation dwindles if there's no collective commitment
- Too busy to implement what's been learned
- Resistance to change and team buy-in struggles

It's time to move beyond training and embed these new management skills into daily practice.

PROGRAMME DELIVERY

The **LEAP Into Leadership** Programme is a 1:1 mentoring scheme created by **HOW2HR** designed to embed management training through coaching and actionable insights.



Monthly sessions keep managers focused and accountable, encouraging ownership and proactive leadership



Managers receive tasks and recommendations to implement with their teams



Sessions foster self-reflection, lessons learned, and mentor feedback



Managers are encouraged to share knowledge with their teams, with support for mini workshops



KEY OUTPUTS OF THE LEAP INTO LEADERSHIP PROGRAMME



BE THE 'BEST MANAGER' THEY'VE EVER HAD:

Inspire and lead your team to new heights, making a lasting positive impact on team engagement and performance

ESTABLISH A CLEAR WOW (WAY OF WORKING):

Set out foundation and expectations ensuring a consistent approach across teams

MAXIMISE TEAM POTENTIAL: Deeply understand each team member's strengths and how to leverage them for optimal performance

MEASURE SUCCESS: Apply the tools and strategies from the training to effectively monitor and manage team performance

RECEIVE CONSTRUCTIVE FEEDBACK: Managers are guided in how to engage with their teams, refine their leadership, and foster continuous improvement

PLAN FOR GROWTH: Focus on developing talent within the team, while also establishing a clear succession plan for future leaders

OPTIMISE TEAM PERFORMANCE: Ensure that teams are working to their full potential, driving overall business success

WHY IT WORKS:

- **REAL-TIME REFLECTION:** Managers learn from situations when things don't go as planned, enabling them to reflect, analyse and develop practical solutions
- **ONGOING SUPPORT:** Managers can access training content whenever needed for continuous learning and deeper understanding
- **PRACTICAL APPLICATION:** The programme focuses on addressing live challenges, empowering managers to implement real solutions in their day-to-day roles
- **OWNERSHIP & ACCOUNTABILITY:** Managers are empowered to take responsibility for their teams, driving the necessary change within the business
- **PERSONALISED GUIDANCE:** 1:1 mentoring ensures tailored support, providing expert advice and a safe space to discuss challenges

- **ACTIONABLE LEARNING:** Managers bridge the gap between theory and practice, applying their learning with confidence to achieve tangible results



WHAT WILL IT COST?



1:1 MENTORING SESSIONS

- 1:1 Mentoring Sessions (1 hour): £85 per hour
- Pricing applies to individual sessions, not group sessions
- The full implementation process typically spans 6–12 months, depending on the current skill level of the manager
- **Minimum Recommendation:** 1 session per month (at least 6 sessions in total)
- **Team Workshops:** Additional cost, approximately £295 for a 2-hour session
- **Clarity 4D Profiles:** £96 per person, charged separately



CLIENT PORTFOLIO

Nicki has equipped me with a framework to apply to management that not only sets the team up for success but recognises the individual dynamics and strengths of each person — using a human and empathetic approach. Now when confronted with a challenge or change, I feel confident, empowered, and equipped with the tools I need to work through it.



Nicki has been an exceptional trainer, and I always feel like the session is too short and there is so much more to discuss. I really can't thank Nicki enough for this training and I hope others find it as (I hope this doesn't sound too OTT, but...) life changing. Yes, for me but more importantly for those who work in my team and other departments.





Existing managers within the team who had previously been unhappy and at times uncooperative have shown a change in pace and the ability and confidence to take initiative and make decisions effectively. This has resulted in my department delivering better solutions, quicker, and contributing much more to the business than ever before.





For a booking, contact me on the details below:

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