



THE LEADERS PROGRAMMES 2017/18

THE FUTURE OF THE PROPERTY SECTOR

“ By far the best course I have ever been on.
Come with an open mind and you will
definitely enjoy it „

AGENCY



MENTORS

GET
THE
EDGE

A WEALTH OF EXPERIENCE

AGENCY



MENTORS

With a wealth of industry experience, knowledge and success the team at Agency Mentors help Estate Agents across the UK to reach their true potential by providing innovative training solutions that improve both sales and profitability.

We recognised however a need within the industry to deliver a leadership programme that not only developed potential talent but could also inspire existing leaders to raise their game to the next level.



Our collaboration with Get The Edge UK means we can offer our clients programmes that are tried and tested, delivered with an infectious energy, are fun, and most importantly deliver long lasting results.

Their outstanding levels of customer satisfaction and long term contracts with industry leaders are great testament to their methods and a demonstration of why we are confident that together we can help your business flourish.

RETREAT LOCATIONS

We will be using two very different yet equally as inspiring locations for individual modules of this programme as well as other high quality venues close to London:

Stoke Rochford Hall

Housed in a superb Victorian country mansion and set within formal landscaped gardens and 28 acres of stunning natural parkland, Stoke Rochford Hall is the perfect location for our leadership programmes.

The spacious and well appointed conference facilities create a relaxed and comfortable environment that will enhance your learning experience.



Hill Holt Wood

Occupying a tranquil position within ancient woodland, Hill Holt Wood is our other carefully chosen location. The unique rammed earth conference hall benefits from beautiful natural light with its warm ambiance during winter months and a refreshing cool atmosphere in the summer, creating a relaxed and pleasant learning environment.

The 34 acres of woodland also provides the ideal setting for some of the outdoor and team building exercises, all of which are supported and facilitated by a team of experienced rangers.



EMERGING LEADERS 2017/18

Are you currently in an existing management role or **moving into a leadership role for the first time?**

Are you faced with **new responsibilities** and want to **manage and motivate** others to excel and achieve results?

Would you like to improve staff retention?

Last year alone, poor staff retention cost **British Industry £4bn.**

Have you worked out that developing home grown talent is **far less expensive** and time-consuming than sourcing externally?

Would you like to give your business a **competitive edge?**

Do you feel that it's important your company **invests in the next generation** of management?

Then our Emerging Leaders programme is just what you need.

BENEFITS

Attendees will be able to:

- Become confident in their leadership ability
- Experience career motivation
- Gain a better understanding of different leadership styles
- Gain greater self-awareness
- Acquire some practical tools and skills
- Build collaboration, teamwork and trust
- Recognise the accomplishments of others
- Apply their learning to their new role
- Identify opportunities to change and improve
- Create a stress free working environment
- Manage their work efficiently
- Coach their team to perform even better
- Build a stronger support network of fellow leaders

OVERVIEW

Our 2017/18 retreat is an inspiring and experiential 10-day programme delivered over seven months that will challenge every aspect about the way you think about and encourage others to think about management. With seven clearly defined learning modules, it has achieved great success and gained recognition as pioneering the way in developing emerging leaders.

The programme will take the delegate on a developmental journey in which he or she will discover more about themselves; their skills, abilities, beliefs and limitations.

At the end of each module the delegate will be given a series of tasks to deliver in their own workplace, which have been designed to support their learning experience. Each delegate will be assigned his or her own mentor who will provide support, review project work and give constructive feedback throughout the programme.



EMERGING LEADERS

WHO IS THIS FOR?

An opportunity for investment in people who are existing managers and want to further their leadership skills, those new to management, or who have the potential to move into a management role, or simply for any individual who has or will have responsibility for others

The exciting and innovative programme below will create and shape future managers and leaders, who will be aligned to your company's culture.

1. THE LEADER WITHIN:

This inspirational three-day module has been designed to develop your personal leadership style and support your growth in stature, and will help you discover the key competencies and winning strategies required to lead your team to success.

You will participate in carefully structured challenges including outdoor activities that will help you understand what it takes to be a respected leader in business

2. COACHING AND DEVELOPING YOUR TEAM:

During this two-day interactive module discover the key techniques and methods a great coach uses to influence behaviour, transform individual performance, delegate responsibility, improve capabilities and deliver results.

3. MANAGING A LEADER'S TIME:

One of the most repeated phrases you will hear in offices up and down the country is "we don't have enough time" - to which the response is often "work harder!"

This module will help you manage your work and your time more effectively, eliminating the need to work extra hours, reducing stress, and improving your productivity and efficiency.

4. COMMUNICATING AS A LEADER:

During this one-day interactive workshop you will learn how to communicate effectively, gaining the confidence to clearly articulate your vision and your strategic approach to others. At the heart of this module is the ability to understand yourself, what you do and why you do it.

5. CONFLICT MANAGEMENT:

Conflict in the workplace, if not managed, will often have a hugely negative business impact, leading to poor employee engagement, a lack of motivation and morale, poor staff retention and a below-par performance.

This highly participative module analyses the types of conflict that occur, and sets guidelines for identifying and managing such situations in a timely manner.



6. APPRAISALS AND REVIEWS - PERFORMANCE MANAGEMENT:

Based on the principles of measurement, appraisal, action and review, this course will provide you with the skills to be able to help maintain and improve high performance and to deal quickly and effectively with underperformance in your business.

A comprehensive performance management solution that will help you instill confidence in your team to be the best they can.

7. MINDFULNESS IN THE WORKPLACE:

With the practice of mindfulness scientifically proven to help people overcome health related issues, such as stress and anxiety, it's no wonder it's increasingly becoming one of the most popular training techniques in the modern workplace.

Delegates will be able to create calm environments, and instill their teams with greater confidence, self-awareness focus and resilience.

BOOK 3
PLACES OR
MORE FOR
A 10% DISCOUNT

BOOK 5
PLACES AND GET
1 PLACE
FOR FREE



INSPIRING LEADERSHIP 2017/18

Are you already a successful leader who would like to take their performance to the next level?

Are you looking to inspire your team to achieve even **greater results?**

Would you like to help your team reach their true **potential?**

Do you consistently demonstrate the **Five Practices of Exemplary Leadership** detailed here as determined by the world renowned Kousez and Posner.

1. Model the Way:

Leaders clarify values by finding their voice and affirming shared ideals, and they set the example by aligning their actions with shared values.

2. Inspire a Shared

Vision: Leaders envision the future by imagining exciting and enabling possibilities, and they enlist others in a common vision by appealing to shared aspirations.

3. Challenge the Process:

Leaders search for opportunities by seizing the initiative and looking outward for innovative ways to improve, and they

experiment and take risks by constantly generating small wins and learning from mistakes.

4. Enable Others to Act:

Leaders foster collaboration by building trust and facilitating relationships, and they strengthen others by increasing self-determination and developing competence.

5. Encourage the Heart:

Leaders recognise contributions by showing appreciation for individual excellence, and they celebrate values and victories by creating a spirit of community.

BENEFITS

Attendees will be able to:

- Identify their leadership strengths and weaknesses
- Clarify and communicate their fundamental values and beliefs
- Set the example for others by aligning their actions with shared values
- Express their image of the future.
- Inspire others to share a common vision
- Search for opportunities to change and improve
- Experiment with innovative ideas and learn from accompanying mistakes
- Build collaboration, teamwork, and trust
- Strengthen the ability of others to excel
- Recognise the accomplishments of others
- Apply the lessons learned in the workshop to a current organisation

OVERVIEW

This is an intensive ten day programme, spread over 6 months that will challenge your thinking and help you discover the art of great leadership.

With 7 clearly defined modules followed by a 360-degree assessment and supported by fortnightly coaching, you will soon find yourself and your business reaping the rewards.



INSPIRING LEADERSHIP

WHO IS THIS FOR?

Designed for existing leaders or managers who want to improve or accelerate their ability to lead, influence and inspire their teams to exceptional results.

Your journey starts with a three-day retreat at the truly inspirational Hill Holt Wood and will finish on the equally inspiring island of Ibiza where you will complete the final three modules.

This truly unique experience comes complete with :

- 3 Night's luxury 5 Star hotel accommodation in Ibiza
- Meals and refreshments throughout your stay
- Fine dining at some of Ibiza's award winning restaurants
- Flights and executive transfers
- Services of our local VIP host
- Inspirational Speakers.

UK MODULES

1. THE LEADERSHIP CHALLENGE:

This course is designed to enhance your personal leadership style. You will see how the best leaders apply their knowledge, skills and influence to achieve tangible results in rapidly changing environments.

This three-day retreat starts your leadership journey and helps you discover how the Five Practices of Exemplary Leadership can impact the performance of your business.

2. ADVANCED COACHING:

Discover over two days the key techniques and methods a great coach uses to influence behaviours, transform individual performance, delegate responsibility, improve capabilities and deliver results.

3. CULTURE AND TEAM DEVELOPMENT:

Every organisation, small or large, has a culture. The culture refers to the values and attitudes of its employees.

A healthy culture values each and every employee in the organisation, ensuring they work in harmony to continually improve performance.

This workshop will help you to define your culture, and engage your team to live, breathe and protect it.

4. MINDFUL LEADERSHIP:

Mindful Leadership is about recognising that your leadership is in service to others. It's about creating the space in your life to cultivate self-awareness and compassion, and leading with authenticity in a way that inspires others.

Learn how mindfulness can transform our own lives, our workforce and our results.

IBIZA MODULES

5. VALUES AND VISION:

Learn the importance values play in the work place, providing the framework to ensure your team work in harmony towards a shared vision, and creating a culture that is visible to your staff and customers alike.

6. STRATEGY DEVELOPMENT:

Successful business strategy lies not in having all the right answers, but rather in asking the right questions.

In this module you will discover how to develop winning strategies, aligned to your values and your vision.

7. THE ROAD TO THERE:

The market place is constantly changing and in order to thrive, a business must understand and anticipate the trends and forces that may shape its future.

This unique workshop shows you how to develop a short or long-term destination and a road-map for getting there.

Hill Holt Wood retreat



VIP Ibiza



START DATES & PRICES

EMERGING LEADERS

£3500 + VAT

Feb 2017

May 2017

July 2017

September 2017

Feb 2018

April 2018

INSPIRING LEADERSHIP

£7950 + VAT

March 2017

Sept 2017

March 2018

UK only retreat available. Please ask for details.

BOOK 3

E.L. PLACES OR MORE FOR A 10% DISCOUNT

BOOK 5

E.L. PLACES AND GET 1 PLACE FOR FREE

Additional dates are likely to be added due to the extremely high demand for these programmes.

Please note that travel and accommodation are **not included** on our Emerging Leaders programme or for the UK element of our Inspiring Leadership programme.

BOOKING DETAILS:

To reserve your spaces on these courses contact:

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OUR OTHER COURSES FOR THE ESTATE AGENCY SECTOR:

Attracting And Retaining Property Investors And Landlords

Content Marketing

Preparing Your Team For A Buyers Market

Business Generation & Prospecting

Dynamic Sales Progression

Professional Recruitment



A SELECTION OF OUR MANY TESTIMONIALS

“By far the best course I have ever been on. Come with an open mind and you will definitely enjoy it”

Greg Tsuman, Lettings Director, Martyn Gerard Estate Agents

“As a lawyer who has been on many training courses I would say that this is by far the best. The teaching styles adopted throughout the course allows for a mind blowing experience and for learning’s that will change you and your business as a whole.

I would certainly recommend the course to anyone who wants to be the very best version of themselves or to businesses that aspire to be the best”

Mel Erdogan, Conveyancer/Solicitor A V Rillo Solicitors.

“**Absolutely incredible; if you are thinking of going on the course I would strongly advise you to go for it**”

Kamm Punni, Director Balgores Estate Agents, Gravesend

“Phenomenal; an exceptional team of instructors and a great location; get on the course”

Trevor Crowe, Branch Manager, Balgores Estate Agents

“A fantastic and eye opening experience, the programme has helped me to develop my skill set and to inspire my team”

Kris White, Head of Operations at Anthony Pepe Estate Agents

“A fabulous experience with a real team ethic. The surroundings are fantastic and a wonderful environment to be in”

Warren Price, Sales Director, Martyn Gerard EA

For more video testimonials visit the **Get The Edge** Facebook page

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