

# Leadership & Management

Supporting innovation and growth for a **brighter** future



# ABOUT US

**AKU Training is  
for everyone who  
knows that life  
is for learning as  
well as for living.**

Learning is a lifelong pursuit. By continuously developing leadership capabilities people unlock new opportunities and drive growth. The rewards? Long-term career and organisational sustainability.

At AKU we understand that leadership is the cornerstone of success at every level. Whether you're an executive seeking to inspire, a manager refining your skills or an aspiring leader beginning your journey, our programmes are designed for you.

For over a decade AKU Training has been at the forefront of professional development. Our mission is to inspire and empower individuals and teams to reach their highest potential.

Each programme is as unique as the leaders and organisations they're designed for. We tailor our programmes to support all your leaders, from seasoned executives to emerging talent.

At AKU every day is a learning day, with leadership development at the heart of our mission.

**#everydayisalearningday**

# OUR MISSION

Inspire  
and equip  
individuals  
and teams to  
reach their full  
potential







# We know that each client's leadership challenges are different

**We undertake detailed discovery to explore your challenges at every level.**

Our team, comprising certified coaches and facilitators with significant real-world global experience, provides impactful guidance for each group.

We build a deep understanding of your context, challenges, values and competency frameworks. This enables us to design and deliver tailored development that meets your specific needs across every level:

- Senior Executive/Leadership Teams
- Senior and Middle Managers
- Aspiring Managers
- Graduates

**No two programmes are the same.**

# We co-create custom solutions with our clients

## Unique partnership approach

Every organisation is unique; each facing its own leadership challenges. At AKU we collaborate closely with you to create tailored programmes that align to your specific context. Starting with a blank page, our facilitators and coaches engage with you to understand your organisational drivers, goals and leadership development needs. We believe that genuine collaboration during the design process ensures true customisation and impactful development.

## Our delivery focus

**70%** on leadership challenge assignments. This includes action learning to explore new initiatives, turnarounds, ethical dilemmas and horizontal moves.

**20%** focuses on developmental relationships. This is delivered through communities of practice,

executive coaching, networking and peer sharing.

**10%** of time focuses on in-person, online, e-learning, pre-workshop activities and check-ins.

## The learning experience

Your leaders and managers will experience insightful development through:

- Self-awareness
- Coaching support
- Facilitated experiential learning
- Relevant, practical content and models
- Peer learning
- Reflection

Whenever possible we encourage a mix of cross-functional groups. This approach fosters collaboration, builds relationships and promotes innovative problem-solving across the organisation.





# Impactful development based on global leadership expertise

## Our leadership team

Our leadership facilitators have extensive expertise and work with:

- CEOs
- Boards
- Senior and Middle Managers
- Emerging Leaders
- Graduates

They operate within large L&D consortiums, bringing a wealth of knowledge to incorporate the latest developments from across the globe.

## Our blended approach includes:

- Bespoke development centres
- Psychometric 180/360° assessments and feedback
- One-to-one coaching and action planning
- Tailored leadership modules

## Your custom programme

The following example programmes incorporate the elements we offer for truly impactful development. At AKU we draw upon our extensive training portfolio with modules available off the shelf. More often, we tailor the content to focus on specific development areas.

Each programme is unique; all elements are optional. You choose the components that are relevant to your context, needs and budget.



# Client Testimonials

## Real Experiences, Real Impact

At AKU we take pride in delivering high-quality learning experiences that make a lasting difference. But don't just take our word for it. Hear from organisations that have worked with us to build leadership capability, strengthen teams and drive sustainable change. Their feedback reflects the dedication, professionalism and impact we strive to achieve in every programme we deliver.

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*"We want to extend our heartfelt thanks for facilitating our Staff Development Day. The event was a tremendous success, with overwhelmingly positive feedback from everyone involved. Both Rachel and I are especially grateful for the thoughtful programme you put together. The impact of the day was exactly what we needed, helping us refine our values with a strengthened internal perspective. This will be instrumental in embedding our refreshed approach into our people strategy."*

**Consumer Council**

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*"Stranmillis University College recently had the pleasure of collaborating with AKU Training to plan and deliver our Leadership Excellence Programme. The programme was delivered to an exceptional standard, and working with the AKU team was seamless, professional, and highly rewarding. We truly appreciate their expertise and dedication. Thank you!"*

**Stranmillis University College**

# Executive/Senior Leadership Team Development

We provide bespoke leadership development programmes tailored to the unique challenges and goals of senior leadership teams (SLTs).

**Aim:** This bespoke programme was designed to enhance leadership styles and capabilities to strengthen company culture, collaboration and team cohesion.

## Outcomes

- ✓ Established a clear Senior Leadership Team Development Plan
- ✓ Strengthened individual and team commitments to growth
- ✓ Created a foundation for wider leadership development



## Needs Analysis

- Understand key issues, audience experience and defining programme outcomes, structure and content

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## Hogan Psychometrics

- Completion of Hogan HPI, HDS and MVPI psychometrics across SLT team

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## Workshop Themes

- Building trust and commitment
- Control and confidence
- SLT Team strengths – Hogan inventory
- Intent-based leadership
- Gaining commitment and buy-in

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## Executive Coaching

- 90 minute 1-2-1 executive coaching to explore Hogan analysis and development plans

# Senior & Middle Management Development

At senior and middle management levels we tackle leadership challenges head on to develop relevant know-how and capability.

**Aim:** This bespoke programme was designed to support senior managers in achieving career aspirations while ensuring a strong leadership pipeline for succession planning.

## Outcomes

- ✓ Increased leadership confidence and resilience
- ✓ Improved team performance and accountability
- ✓ Strengthened strategic decision-making skills



## Needs Analysis

- Identify development needs, defining relevant outcomes and design and delivery of blended programme elements

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## Development Centre and Hogan Assessments

- Two-day bespoke development centre assessment and feedback
- Hogan 360° psychometric assessment, individual reporting and feedback

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## Leadership Development Modules

- Leading Self
- Leading High-Performance Teams
- Leading Through Coaching Solutions
- Leading Change and Projects

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## Executive Coaching

- Two 90-minute personalised coaching sessions per manager

# Emerging Managers Programme

Aspiring managers are the leaders of tomorrow. Our input at this level builds foundational leadership skills and prepares managers for greater responsibility.

**Aim:** This blended emerging managers programme prepares future leaders with the essential skills to effectively manage teams and drive results.

## Outcomes

- ✓ Stronger leadership foundation for emerging managers
- ✓ Enhanced ability to manage teams effectively
- ✓ Greater confidence in handling leadership responsibilities



## Needs Analysis

- Identify key challenges and define structured learning paths



## Leadership Development Modules

- Programme Launch and Introduction to Emotional Intelligence
- The Engaging Manager
- Emotional Intelligence for Managers
- Coaching and Mentoring Skills
- Effective Communication and Difficult Conversations
- Planning and Organising
- Building Effective Teams



## Genos 180 EI Workplace Psychometric Assessment

- Measuring Individual 180° emotional intelligence at work assessment and group coaching



## Embedding Learning

- Project-based application, industry event participation and award recognition

# Graduate Development Programme

At graduate level we help young professionals build a strong career foundation. By fast-tracking their professional growth we help them contribute effectively to the organisation from day one.

**Aim:** This annual development programme was designed to develop essential workplace skills and confidence to support graduates in adapting to an international, professional environment.

## Outcomes

- ✓ Faster integration into the workplace
- ✓ Stronger communication and teamworking
- ✓ Increased confidence and adaptability in professional settings
- ✓ Greater resilience and productivity for long-term career success



## Needs Analysis

- Identify key challenges and professional skills gaps faced by new graduates
- Define a structured development programme with clear outcomes
- Establish timelines for workshops and assignments

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## Graduate Development Modules

- **Effective Communication Skills:**  
Mastering workplace interactions
- **Time Management:**  
Enhancing productivity and efficiency
- **Presentation Skills:**  
Building confidence in public speaking
- **Resilience and Wellbeing:**  
Managing stress and workplace challenges
- **Teamwork and Motivation:**  
Developing collaboration and engagement
- **Assertiveness Skills:**  
Strengthening professional presence
- **Developing Confidence:**  
Cultivating self-assurance
- **Personal & Professional Accountability:**  
Taking ownership of responsibilities



*Advance through Knowledge  
and Understanding*

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