

## A Personal and Organisational Growth Programme

Starting 16<sup>th</sup> April 2024



March 2024

## Virtual Programme

The Smart Choice Programme consists of three core blocks tailored to accelerate your learning, regardless of where you are at in your personal and organisational growth.

Each core block contains three sub-modules and a guest speaker selected specifically to support these modules through their own practical and professional experience.

Cost per participant €2,250 + VAT

- Group discounts available
  - In-person Smart Choice options available
- Contact us for more details



3  
blocks



24  
hours



13  
webinars



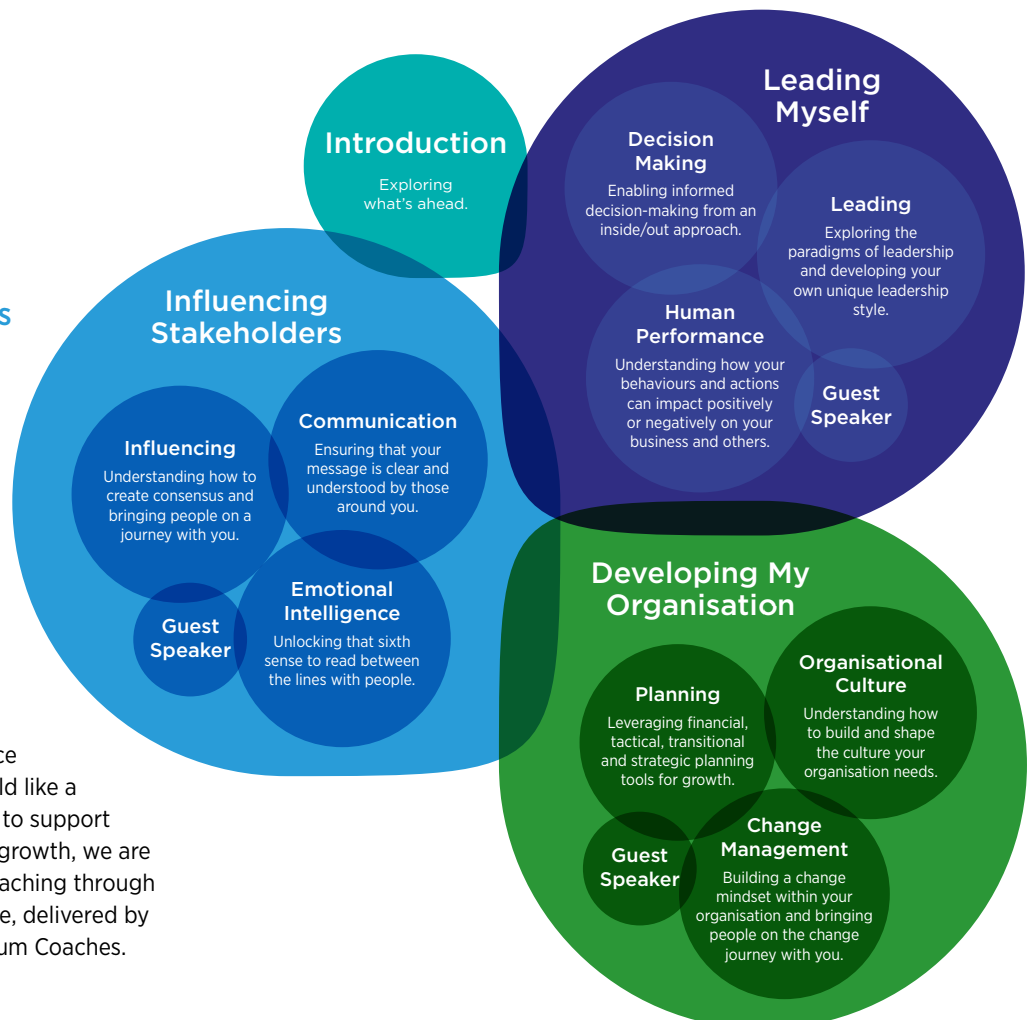
over  
6  
months



## Programme Structure

Each of the three blocks include numerous reflective exercises to apply the learning through a range of engaging case studies, as well as linking to your role and organisation.

To complement the Smart Choice Programme, for those who would like a more enhanced learning option to support their personal and professional growth, we are delighted to provide tailored coaching through our Evolve Coaching Programme, delivered by experience and qualified Ingenium Coaches.



# What Will You Learn?

## BLOCK 1 Leading Myself



- Understand what kind of decision-maker you are and how to make better decisions.
- Explore how your pre-conceived ideas, experiences and context shape your dealings with others and form the basis for your own leadership style.
- Analyse how you can best adapt to influence or lead others more effectively.
- Gain understanding of how life's distractions can influence your every decision, and learn techniques to help you stay focused on the job at hand.

## BLOCK 2 Influencing Stakeholders



- Grow your knowledge of how you communicate and what impacts on your interactions with others – from tone of voice to body language.
- Learn how to influence those around you without the use of command or control techniques, how to bring people on the journey with you.
- Increase your emotional intelligence so that you are better 'tuned in', with understanding, empathy and appreciation of others.
- Practice effective conflict resolution and explore how to work with challenging personalities.

## BLOCK 3 Developing your Organisation



- Know how to translate your strategy into a detailed transitional and tactical plan to deliver transformational change.
- Get to grips with the importance of transitional planning – bridging the gap between where you are now and where you want to be.
- Understand the culture of your business – how to build a positive culture and turn this into day-to-day behaviours.
- Know when you need to make changes and how to grow a healthy change mentality for yourself and your team.
- Learn the techniques you need to navigate resistance to change from others to ensure commitment and sustainable success.

*"I really enjoyed participating on the Smart Choice programme and I found it very beneficial both from a work perspective as well as for my own personal development. I found the course content very relevant & the presenters were extremely knowledgeable in their respective fields of expertise. In my opinion the significant emphasis on discussion and break out rooms is hugely beneficial in discussing the various topics and in the overall learning experience, and it is great to engage with peers across such a broad range of work experiences."*

**John Corry**  
Administrative Officer  
Housing Department  
Social Development Directorate  
Clare County Council



COMHAIRLE CONTAE AN CHLÁIR  
CLARE COUNTY COUNCIL

*"I found real value in attending SmartChoice by Ingenium. The positive changes this course has brought about have been noted by senior management at my organisation who remarked on the enhanced ways in which I deal with them."*

**Patricia Byrne**  
Senior Relationships Manager  
Northern Trust



**NORTHERN TRUST**

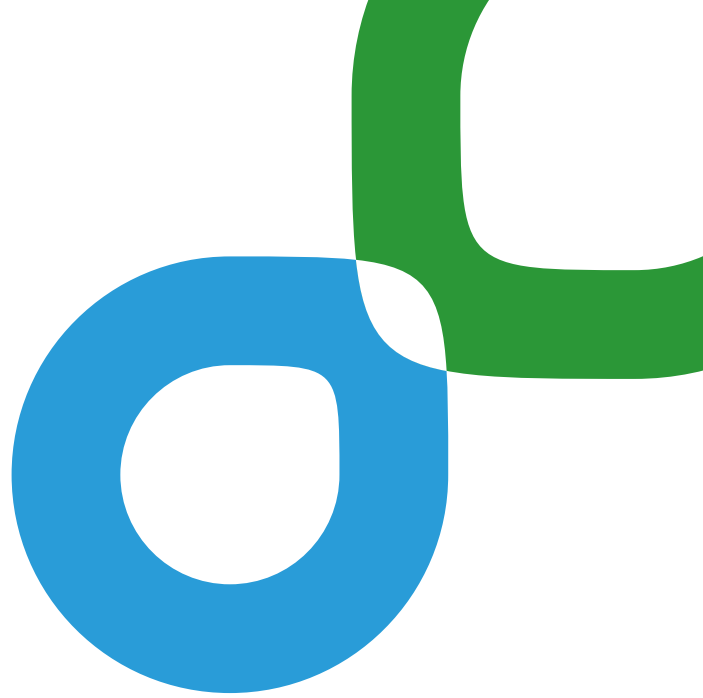
**84,000**  
People Trained

**30+**  
Countries

**15**  
Languages

**25**  
Industries

## Development and Direction Through Decisions



**Smart Choice is a programme for personal and organisational growth that provides you with the necessary skills, understanding, and insight to make the right decisions and reach your desired destination.**

Whether you are a self-employed entrepreneur, a team manager, or an organisational leader, your primary focus is on developing yourself and your business. Smart Choice is a programme that provides participants with practical skills that are based on a combination of academic theory and real-world experience. The programme is divided into three main blocks of study: individual leadership, influencing stakeholders, and developing your organisation.

This programme is applicable to individuals in various leadership roles, including:

- **First-time leaders**
- **Middle management, and**
- **High-potential employees who possess a minimum of three years of experience with the organisation.**