



8 ACTIONS TO STEP FROM
A
HIGH POTENTIAL

AND

TRANSFORM INTO A
GREAT LEADER

Too often we watch high potential finance employees **crumble when they are put into leadership** roles. Excellent at our roles and the obvious next step but as employees **do we really prepare** for this transition into leadership?

Across the businesses I have consulted within, too often the answer to this is no. Finance employees are not alone in this but very often **our professional training** in what it really means to step into **leadership is lacking.**

Having witnessed first hand, new leaders facing **overwhelm and burnout** and the serious effect this can have on them and their employer, I felt passionately that this workshop needed to be designed and created.



Delivered as an **uplifting and inspiring interactive** workshop where I use **real-life examples** to illustrate each module and help each attendee uncover examples of this within their own experience, so they can **become conscious and start to use the methods** I teach to overcome this.

Leaving each attendee with a much **better awareness and actions** that they will start to implement immediately.

This workshop should be **held on the road to leadership** so that employees can become **confident leaders**, transfer these leadership skills to their teams and become a true business partner in leading the **growth of the business.**

Typically we hold this over a morning where we cover each module to ensure understanding and importance, then we will delve deeper into two key modules.

Topics Covered

1. Career Vision

Uncover why having a career vision is not the same as having a career goal.
How having your future career vision now will prepare you for your future role.
How to start creating your own career vision.
What to do once you have created this.

2. Dependability

Why Dependable employees are not automatically Dependable Leaders.
The importance of being Dependable to ourselves first.
Identify areas where we can improve our dependability.

3. A Productive Network

How your networks will be key to you as a leader.
Why people resist building their networks.
Identifying your key internal and external networks and steps to grow these.

4. Communication and Presentations

The biggest fears we face when presenting.
How clear and timely communication benefits the business.
Presenting finance to a non-finance audience.
Finance on a Page.
Communicating even at the risk of conflict.

Topics Covered

5. A Fundamental Understanding of the Business

Why you need to understand deeply the business as a whole.
Get out of the silo mentality.
Think like an entrepreneur.
Continuous learning.

6. Effective Delegation and Team Management

How to inspire your team even when working remotely.
Ensure your team contributes and feels part of the company strategy.
What is true delegation?
Building leaders within your teams.

7. Effective Time Management

Why we are so time poor.
Ineffective time-wasting tasks and the 80/20 principle.
Effective working with less stress on us and our teams.
Setting boundaries.

8. Long-Term Thinking

Why in Finance we aren't looking to the future.
How critical longer term thinking is to the business success.
How to support the senior management team in long term success.
Innovative thinking for finance.

FAQs

How long is this Workshop?

Typically we cover a morning of 3 hours, with a 30 minute break. Longer workshops are possible on request to delve deeper into more topics or shorter as an overview talk.

Can non-finance employees attend?

Absolutely. This workshop comes with a range of topics that will benefit key employees from all functions.

How is this Workshop delivered

This workshop is best delivered on site for optimum employee engagement. We can, of course, deliver this virtually and also extend to international teams.

Is 1:1 coaching available?

Yes there is a follow up 6 month development leadership programme with a mixture of 1:1 and group coaching available. Please contact me to discuss.

For the past 20 years, Sharon has provided strategic and financial consulting to businesses across a range of industries based in Ireland, Europe, Africa and the US.

While leading international teams, Sharon became frustrated that high potential employees were struggling to transition into leadership roles, leading to them becoming overwhelmed and sometimes facing burnout.

This prompted her to develop a leadership programme, which she has delivered internationally for employees to be successful in their leadership roles and become true business partners.

To find out more or
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