

Gherkin

Helping people and businesses **thrive**

Successful companies lead people and teams, rather than just manage **them**

Many businesses rely too heavily on management processes, rules, and procedures to drive performance. This controls people, prevents them from being their best, and stifles performance.

In the long-term management control is proven to reduce **productivity**.

You'll get the best from people when **you**:

- n** Create a leadership environment where your people can thrive.
- n** Up-skill your workforce to understand and embrace the principles of personal leadership.

**The differentiator is personal leadership.
It's about the individuals.**



What's Personal Leadership?

Personal leadership considers leadership in a broad sense. It's based on the principle that people are leading as soon as they influence another person.



Boss






Friend



Parent

Whether you're a boss, partner, colleague, father, company director, friend or a mother - as soon as you're influencing another person, you're **leading**.

Put simply, creating a personal leadership environment inspires people to go the extra mile and give their **all**

-  People buy into the organisational purpose and goals more **readily**.
-  Individuals use their own initiative at all levels, freeing more up **time**.
-  Strong relationships form, maximising the effectiveness of **teams**.



So how do we develop an effective leadership environment?




By rolling out “The Living Leader”
personal leadership **programme.**

THE
LIVING
LEADER[®] PF




LEADERSHIP THAT LIVES
BEYOND THE LEADER

How will rolling out the Living Leader programme achieve **this**?

You will clearly signal the move towards a leadership culture by;

-  Demonstrating commitment to the leadership principle from the very top
-  Making the approach accessible to all who lead teams at every level of the organisation
-  Giving people a common sense of purpose and understanding

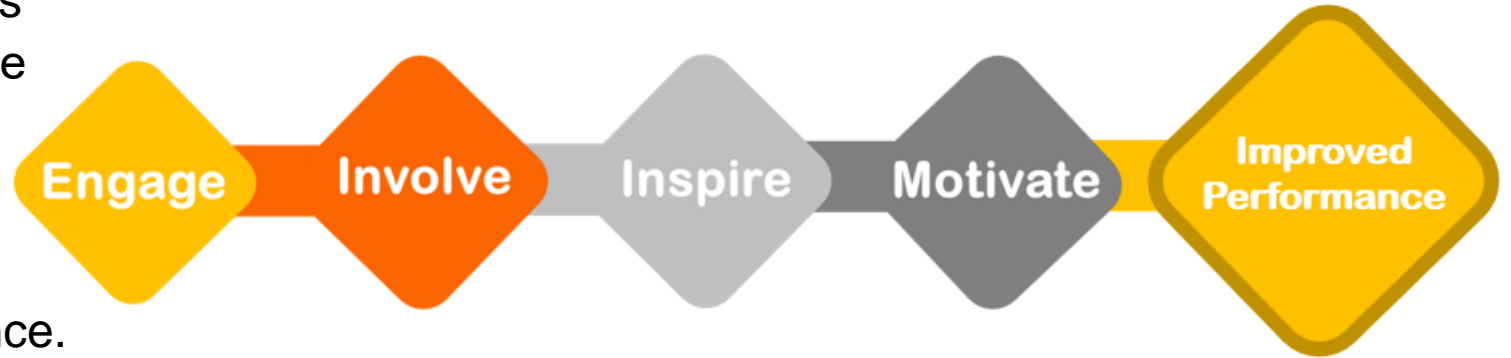
People will adopt personal leadership principles as their way of being

-  They will understand the benefits of personal leadership and be able to call upon it 24/7/365
-  They'll learn how to create a leadership environment to inspire the people around them
-  They will have a common understanding and language to work together as a highly effective **teams**

What is the programme about?

The Living Leader Programme focuses on personal leadership. It looks at the whole human being.

It enables businesses to engage, involve, inspire, and motivate their people, improving all round performance.



- People will start to act and think for themselves.
- They'll take greater ownership and responsibility of what they do on a day-to-day basis, at work and in their home life too.
- They'll communicate better, make better choices and grow as individuals, enhancing the quality of their **lives**.



The benefits are clear

- 📌 Ideas from people to drive your business forward
- 📌 A deep sense of togetherness and team spirit
- 📌 Continual improvement and solutions to problems
- 📌 More effective meetings and communications
- 📌 A desire to own and take responsibility
- 📌 Happier people that go the extra mile for you
- 📌 No more complaints about bad communications
- 📌 Employees that stick around
- 📌 Increased customer satisfaction and retention
- 📌 More profit to the bottom **line**

Great for your people
and great for business too



How the programme works

The programme uses established leadership models and brings them together in a way that's relevant, engaging, and personal to everyone who takes the training.

Links are formed across several models and modules, using a range of practical exercises and group discussion. Unlike many other types of training, this transforms the learning experience, bringing alive the training in a way that is unique and relevant for every delegate.

Because delegates can draw on different elements of the programme in many situations and circumstances, the training is extremely practical. Delegates will use what they learn every day, so unlike many other courses that people have attended in the past, what they learn **sticks**.

What does the training **cover**?

15

**15 modules
covering three
focus areas**

1

Our thinking

At an individual level exploring how our beliefs drive our behaviours and how the way each of us thinks, creates our own reality.

2

Responsibility

Delving deep into the meaning of responsibility enabling delegates to fully understand it so that they see it as a gift to give and receive.

3

Communicating

Often what comes out of our mouths is not what we think is coming out of our mouths. This can have a profound impact on those around us.

What people learn can be applied immediately at work and at home too. That's why our training **sticks**.

How do we access the programme?

Gherkin Associates Ltd is an approved and established associate training business working for The Living Leader, delivering online and face-to-face, across the UK and internationally.

Live programmes are available at either off-site venues or on your own business premises
(offsite programmes enable optimum delegate **engagement**)



Who delivers the training?



The Personal Leadership Programme is delivered by Gherkin Associates' Managing Director, Glenn Smith.

Glenn is an experienced Sales and Marketing Director, Executive Board Member, and a leadership professional.

After meeting the founder of The Living Leader, Penny Ferguson, in 2018 at a well-known London landmark, Glenn set up Gherkin Associates Ltd.

Glenn uses his commercial experience and deep understanding of the programme to make it come alive.

Having been through the programme as a delegate himself, Glenn became a qualified Living Leader trainer back in **2019**.

A personal thank you for taking the time to read this e-brochure.

Our purpose is simple - It's to help people unleash their true potential so they can be their absolute best - Great for them and fantastic for bottom line businesses performance too.

To achieve this we specialise in providing The Living Leader personal leadership programme.

We use this programme for one reason - because we know it works.

It transforms lives and significantly improves business performance.

How can we be so sure – Well not only has it transformed countless businesses around the world, it change my life too.

If you'd like to know how, I'd love to hear from you.

Thanks for **reading**. *Glenn*

In today's modern, fast paced, and ever changing business environment, there's never been a more important time to focus on personal **leadership**.

Testimonials

Glenn you have powerfully and positively impacted so many **lives**

You work so hard to 'walk the talk' every day and you're leaving a legacy

Penny Ferguson
The Living Leader



Glenn brings the Living Leader training alive with lots of practical real life examples and **experience**

If I were asked to describe the training programme - I'd start by saying it's life changing

Dan Waugh
True Potential



The best listening over a prolonged period I have ever experienced. Glenn is open, honest and **organised**

The resources provided are really a valuable tool to take away too

Stacey Riley
M10 Network



Working with Glenn has been the best leadership development of **my career**

The learning experience you get from the Living Leader programme is superb

Ross McCall0
Sage Gateshead



Highly applicable in both personal and professional contexts. The Living Leader is a **stellar programme**

I was moved, inspired & challenged all within a safe empowered space

Paul Koshy
Koshy Associates



An insightful and practical way of developing your leadership skills, not just for work, but for home **too**

I'll continue to use what I've learnt for a very long time to come

Chris Beevers
Blair West



If you think you know the type of leader you want to be, you don't! The Living Leader programme will **show you though**

Glenn's engaging, energetic and open. A real pleasure to work with

Duncan Robertson
Dittolo



The Living Leader course with Glenn was eye opening and I've got some great takeaways to support **me**

I took more away than expected. In fact, I'd say it's life changing

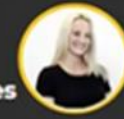
Terry Stephenson
Mountain



Glenn creates a safe environment where people can think for themselves and try new **things**

A brilliant programme to develop people and improve bottom line business performance

Emma Dixon
Morrison Data Services



Working with Glenn has been a great investment of time towards becoming an **effective leader**

Not only did I enjoy the experience, I learnt a lot from it too

Steve Underwood
Bonded Agency



How to get in touch^h

We'd love to hear from **you**



Email: info@gherkinassociates.co.uk

Phone: +44 (0)7887 386 709

If you have any questions or queries about the services we offer, or if you'd just like to have a chat to see if there's any way we can help, please get in **touch**.

Glenn Smith – Managing Director Gherkin Associates - Trainers with The Living Leader