



## MANUFACTURING DEVELOPING LEADERSHIP FLEXIBILITY: JAGUAR LAND ROVER

### OBJECTIVE

Jaguar Land Rover's Manufacturing Emerging Leaders programme is designed to prepare participants for the challenges of the leadership positions that lie ahead. Comprised of employees who have shown leadership potential, the programme seeks to equip delegates with the flexibility to lead teams of different functions and cultures.

To achieve this, and assist the delegates to build a strong support network, The Outward Bound Trust deliver an element of the programme designed to:

- Build awareness of delegates' strengths, development areas and preferred leadership style
- Offer opportunities to practise giving and receiving feedback
- Challenge delegates to step outside of their comfort zone
- Support delegates to understand their contribution to their peer network in order to develop as a team.

### SOLUTION

- A launch day for the module, introducing delegates to one another and providing a springboard to the Outward Bound leadership programme
- Before undertaking a theoretical module delivered by Cranfield, delegates participate in a series of high adventure challenges, including a mountain rescue scenario, supporting them to experience leadership theories. These exercises help delegates to understand the impact of their leadership style on both task and team
- Formation of action learning groups allowing delegates to constructively support and challenge their peers
- Daily review sessions to identify effective team working and leadership behaviours for the future.

### RESULTS

- **88%** of delegates now have a greater understanding of their own leadership style
- **100%** felt the Emerging Leaders network was enhanced as a result of the programme
- **100%** felt their ability to give and receive constructive feedback had improved.

### WANT TO LEARN MORE?

Don't just take our word for it that Outward Bound programmes deliver results. Get in touch and we will put you in contact with one of our clients who will happily tell you more.

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