

Evidence based leadership

The Evidence Based Leadership workshop offers leaders a practical framework that'll enable them to effectively execute their strategy, by building and leading a high-performance organisation which others are inspired by.

Through a combination of discussions, case studies, and practical frameworks, leaders will gain insight not on how to lead, but what to lead by:

1. **Setting a measurable strategy**
2. **Building measures that focus on what matters, so it supports strategy execution**
3. **Effectively interpreting and responding to measurement information to support continuous improvement and strategic progression**

In doing this, leaders will be equipped to inspire high-performance in their own team(s), so:

1. **Everyone owns the strategy**
2. **The right things get done**
3. **Everyone turns failure into success**

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The workshop that you ran was a revelation - truly. Simply put, the single most important question that I took away was when you asked: 'What do you define as success for the organisation?' Well I've got to say that question took me about two or three days to answer properly. As a result, it's strengthened the focus in our organisation about what matters most."

Todd MacDougall, CEO, Corcom

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 **rubica.**

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Format

Workshop

1-3 days

Price on request

Course structure

- 1. Evidence Based Leadership is how we create a high-performance culture and measurable success.**
Evidence Based Leadership (EBL) gives a practical framework to ease the tension of transparency and accountability and create the culture that can learn, strive and achieve high performance.
- 2. High-performance rests on the foundation of a measurable strategy.**
Direction is about articulating a well-designed strategy, that is results-oriented, understandable to everyone, and ruthlessly prioritised.
- 3. Proper measurement is the gravity that holds EBL together.**
Evidence is about setting meaningful performance measures for each strategic goal, that are quantitative, aligned to what matters, and focused on improvement.
- 4. High-performance is defined by high-leverage results.**
Execution is about getting the corporate strategy implemented and the strategic goals achieved, using the leverage found in continuous improvement of business processes.
- 5. A culture of high performance begins with ownership.**
Inspiring decision is all about helping people take ownership for the results that matter, by role modelling ownership, getting their buy-in and giving them a clear line of sight to the corporate strategy.
- 6. A high-performance culture is obsessed about continually closing performance gaps.**
Inspiring action is about helping people get the right things done to close performance gaps, through a focus on cause analysis, practicality and collaboration.
- 7. The competitive edge of high-performance organisations is the speed at which they test and tune.**
Inspiring learning is about helping people find the fastest and cheapest way to close performance gaps, by adopting an experimental mindset, learning from failure, and iterating to success.
- 8. Summary**
A review of the framework that'll enable you to become an evidence based leader and build a high performance organisation.

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Package options

Option 1: Evidence based leadership workshop

Through a combination of discussions, case studies, and practical frameworks, leaders will gain insight not on how to lead, but what to lead by:

1. Setting a measurable strategy
2. Building measures that focus on what matters, so it supports strategy execution
3. Effectively interpreting and responding to measurement information to support continuous improvement and strategic progression.

Duration: 1 day
Format: Private or public workshop
Cost: Price on request

Option 2: Evidence based leadership workshop & immersion day

Attend the Evidence Based Leadership Workshop (left) to gain an understanding of this proven methodology.

From here, attend day 2 – the immersion day where you'll take the evidence based methodology and bring it to life by applying it to your own organisation.

Throughout the day, our performance measurement experts will be on hand to support you.

Duration: 2 days
Format: Private or public workshop
Cost: Price on request

Option 3: Evidence based leadership & PuMP workshop

First attend the Evidence Based Leadership Workshop (far left) to understand how to set a measurable strategy and respond to measures so it supports strategic progression.

From here, learn how to design effective and meaningful performance measures with our PuMP workshop - enabling you to make easier, faster and better informed decisions.

Duration: 3 days
Format: Private or public workshop
Cost: Price on request

About Rubica

Rubica is an organisational change consultancy.

We work with organisations that know they need to change, but want expert help to make it happen.

We are on a mission to give individuals, teams and companies the confidence and know-how to make and sustain significant change so they can achieve their goals.

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