

# Leading with...

Leading with Confidence

## Well-being goal



Our internal, specially created Leadership programme is designed to help support our leaders in TFW with their skills and behaviours, ensuring they have the right tools needed to fit our current and future needs.

Our Leading With programme has been designed to provide support to our leaders in developing their skills and behaviours. Launched in 2022, in its first year we supported 46 people.

As an organisation, we value the importance of our people and understand that investing in our leaders will provide positive outcomes for not only individuals, but the organisation and our wider communities as we work towards keeping Wales safe and moving. The programme has been designed to bring to life new ways of thinking and create toolkits for our leaders to use every day as part of their role. We want to ensure that every person who attends, receives the right level of development. 'Leading With' will enable our leaders to be the best, display the right behaviours whilst being connected and fair, creating shared success.

## Ways of working



With over 18 learning modules delivered to current and aspiring leaders over a 12-month period, this programme supports the Welsh Government's aim to keep people safe and moving. The behavioural tool Insights challenges the way our leaders think, feel, and behave, and plays a key role in our leadership programme. Using Insights, we're able to shape the programme around developing key behaviours and expectations for all band managers within our organisation.

Applicants can choose between Leading with Confidence (a programme aimed at new leaders and those without prior leadership training) or Leading with Empowerment (aimed at those who've already undertaken leadership training or are in middle management). Our aim is that current and future leaders are empowered to be comfortable in their own skin, recognising that there is no one best type of leader, and identifying individuals' strengths.

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The tools and techniques on the programme will look at ways to flex and adapt our behaviours to those around us and create a positive environment that constantly challenges learners to create new ways of thinking within our leadership behaviours of both our existing leaders and those in the future.

Mark Hector  
Training and Development Manager