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Dear Member,  
**What does being a leader mean?**

- To inspire, enthuse and motivate?
- To influence effectively?
- To create environments?

**Certainly all of these things....and probably more.**

What we can't do is look at older definitions of management & leadership and believe that all holds true today. Just as society changes, expectations change and leadership and leaders needs to be responsive to those changes. Indeed, sometimes there is advantage in being ahead of the curve.

Maybe in the days of the mills and industrialised factories theories such as Mc Gregor's XY theory, or Hertzberg's two factor theory were cutting edge. The fact is the journey has continued – the world has changed and people have changed.

While there is still validity in the theories I mentioned, they have proved to be staging posts on which we have built along our journey. A journey embracing transformational leadership and situational leadership, to today's recognition that leaders need to be agile - responsive to quickly changing situations, able to create effective environments where people are valued, encouraged and supported. Where considerations of wellbeing are fundamental.

We need to recognise that organisations are not an entity in themselves but a product of their people. This viewpoint led to Richard Branson talking about putting his workforce first and his customers second. If we get it right with our people, they will be in a better place for dealing with customers and performance will improve.

- So the challenge is how do we create those effective environments?
- How do we get it right with our people?
- How do organisational values affect people's decision making?

And then the future - How well are you equipped for the future?

For the social age, an age where social media, influences so much. Where work and social life can so easily overlap. Where customer concerns that twenty years ago, would only have been known by friends and families are now tweeted to thousands within seconds. The socially aware leader has to be agile to quickly moving situations and able to respond and to trust staff to respond in accordance with decent values.

How are you going to keep up to date on your personal journey? Qualifications? Networking? Personal

learning networks online? There are many options the important thing is to continue on the journey.

- What does the future look like for you?
- What do you want from the future?
- How can you prepare yourself to get what you want?

Certainly CMI can support you on your journey - One way that you can keep up to speed with things is using [Management Direct](#) on the CMI website. On there you will find cutting edge information available in a number of ways. Articles, e learning, videos, checklists.

You can even quickly create playlists using a variety of media on a topic of interest to you. It's well worth exploring what is there.

Please feel free to contact me - or join in the conversations at:

Twitter [@CMINorthWest](#) or LinkedIn [CMI North West](#)

Kind Regards

**Paul Finnegan CMgr FCMI**

Chair, North West Board

## ORGANISATIONAL DEVELOPMENT...

Wednesday 26th April, 6:00pm - 8:00pm



**Merseytravel, No 1 Mann Island, Pier Head,  
Liverpool, L3 1BP**

..What does it mean for you.

An interactive session where we will explore what Organisational Development looks like in the real world and a chance to bring along an Organisational Development challenge you are facing so the group can "crowd source" the solutions through sharing best practice.

Our speaker is **Ray Pendleton**, Running Horses and CIPD Committee Member.

**BOOK YOUR PLACE**

## WEBINAR: MINDFUL LEADERSHIP

Thursday 27th April, 12:30pm - 1:30pm



Are you interested in learning how mindfulness can transform your leadership style, help you be better equipped to meet leadership challenges and sustain your well-being?

Join us for this webinar and hear from **Dr. Nadine Mellor, PhD, CPsychol., FCMI**, who will be sharing her research and training experience on how mindfulness applies to today's leaders faced with uncertainty, complexity and high risk decision making.

Nadine will present:

- Mindfulness benefits for leaders (e.g. greater ability to respond to stressful and challenging situations; to create an environment of trust and authenticity)

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## THE IMPORTANCE OF ORGANISATIONAL VALUES

Tuesday 6th June, 12:30pm - 4:30pm



**Room 4 Conference Centre, 58 Legh Street, Golborne, Near Warrington, WA3 3PA**

This session will cover the rationale for building authentic values-driven leadership, share good practice examples of working with organisational values and introduce delegates to the Barrett Seven Levels of Consciousness model as a framework for leader and organisation culture development.

We will be joined by guest speaker **Jay Blithe**, Global Network Development Leader, Barrett Values Centre.

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# EVENTS

coming up soon in your area



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