

The Leader's Voice[®]

For leaders who want to be remembered for their authenticity,
strength of character and the power of their voice.



An innovative and dynamic leadership development experience
delivered by Delta Partnership.

Why is Leader's Voice® an essential development opportunity for you?

Voices are among the most direct and public expressions of ourselves. The voice transmits our essence as a leader. It is heard in one-to-one conversations, in intimate meetings with a few colleagues, and when addressing hundreds or even thousands.

What is the essence people hear in your voice?

Developing as a leader is a dual journey: an inward one, focused on discovery and awareness: and an outward one, focused on skill and capability. The Leader's Voice® is at the heart of the journey and combines both the inner and outer routes to releasing your true and authentic voice: one which possesses the power of expressed values, knowledge, insight and emotion.

Authentic leadership is the art of mastering and authoring both yourself and your message. Even a scripted message can be an authentic expression of self.

What is Leader's Voice®?

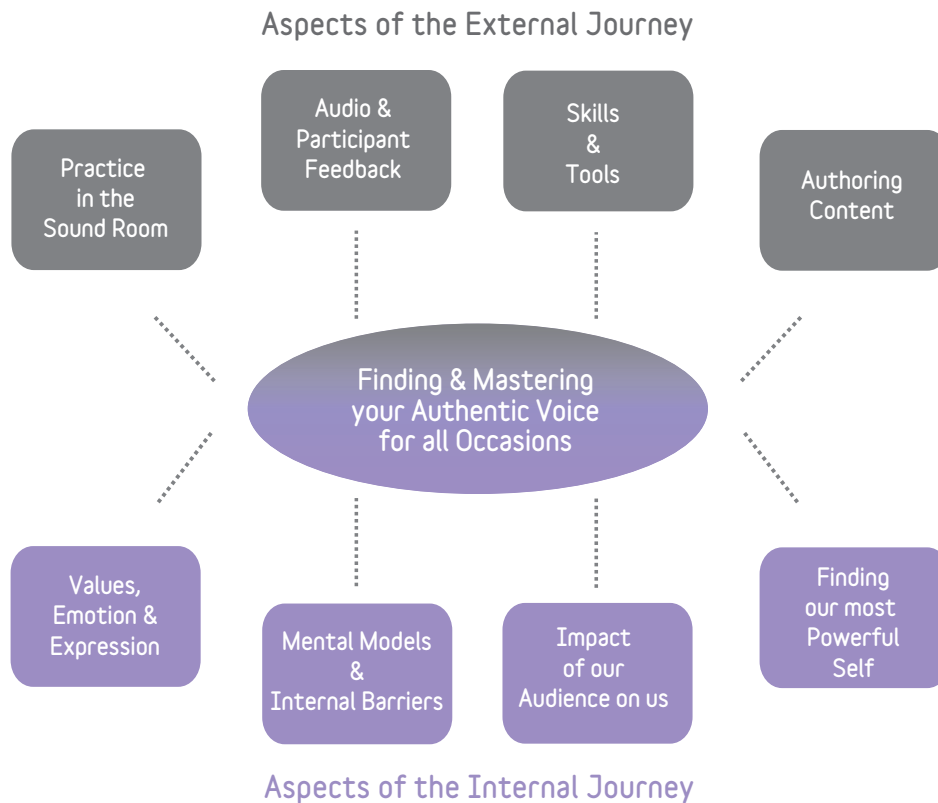
Leader's Voice® is an intensive, highly experiential programme which uses the full resources of a professional sound studio environment. The programme's home venue is Abbey Road Studios in London and it can also be run in a variety of locations using our on-location studio equipment. Over a two day period, participants engage in activities to develop their capacity to use their voices as powerful instruments for expression. The programme enables leaders to remove filters and barriers that inhibit the expression of their true and powerful selves.

Programme Outcomes

- A fundamental shift in the power of leaders' communication: their words reflect their vision and values
- Practical tools that sustain what they have learned in the programme
- Increased self awareness, particularly of the personal barriers that place limits on their "presence". This is delivered through an actual experience of overcoming those barriers
- A dramatic change in how they and others hear their communication
- Experience of a powerful feedback method, unique to the performance environment found in professional studios
- A newly found sense of what is positively memorable about them as individuals
- A strong sense of connection with other leaders, and a powerful coaching experience

Programme Structure

Sculptors, painters, musicians and engineers all have tools that enable them to move from intention to creation and expression. The tools we use in Leader's Voice support authentic expression in a similar way. These tools don't replace true creativity and authenticity, they release it.



An always present inner voice guides most of our actions, including our speaking. This voice reflects the meaning we have put to our experiences and what we have learned from the past. A more subtle, less heard voice reflects deeply held values, beliefs and a future we are striving to create. The focus of the Internal Journey is bringing out this more subtle voice and overcoming the barriers to authentic expression represented by that first, often limiting voice.

Applications of the Leader's Voice®

The Leader's Voice® has the ability to deliver unique insight and powerful learning across all levels of an organisation. Whilst retaining the same core concepts, each programme is tailored to the specific needs of the group.

Examples include:

Level	Focus
Senior Leaders	Individual development to create authentic, effective, memorable leaders
Senior Leadership Teams	Developing the team to effectively represent the organisation, share in and contribute to its vision and value each other's contribution
High Potential Development	Accelerated individual & group development to prepare for rapid increase in leadership responsibility
Mid Level Leaders	Leadership & management development to increase their effectiveness in leading their teams
Graduate Recruits	Early individual development to prepare for increased responsibility
Business & Project Teams	Team development to maximise performance and influence

For further information on Leader's Voice®, including detailed FAQs visit: www.leadersvoice.co.uk

The Leader's Voice® Team

Ken Ideus



A seasoned executive leadership coach, Ken Ideus has spent a lifetime dedicated to the personal growth and development of others. His 30 years of experience have included extensive work in government and international corporate environments working with managers and staff in more than 30 countries. The core of this work has always been helping individual leaders and groups understand who they are, then using their current circumstances to grow and elevate their potential and performance. Ken's experience includes multinational corporate roles as well as senior leadership development and consulting engagements. He received his Doctorate in Education from Boston University.

Paul Page



Paul Page has been developing and producing clients and major recording artists in the entertainment industry for the last 22 years. Paul is dedicated to individual growth while developing and nurturing the individual's sustainable personal presence and brand. This unique direction in coaching has seen individuals awarded many industry accolades. After being approached and subsequently contracted by a major oil company, Paul is now coaching senior leadership staff worldwide to achieve a powerful, potent and authentic presence.

This dynamic team of two players deeply committed to the same purpose, yet coming from very different worlds, has created an innovative and exciting new approach to in-depth development of leaders and, more to the point, their voices of leadership.

The other members of the each Leader's Voice® team are the delegates themselves. This is a hugely co-operative course in which delegates learn from and help each other in their journey.

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"I'm not convinced that leaders have to change who they are to be successful. My thirty years experience suggests they have to do two things: first find out who they really are – their beliefs, their values, their passions; then learn how to express this in a way that energises and enrolls people rather than dominates them."

Ken Ideus, executive leadership coach and a founding director of Delta Partnership

"Leadership is a talent. Corporations aren't as good as they might be at nurturing talent. The creative industries depend on talent: focussing it and expressing it. That's why my experience as a senior leader coach, a record producer and a musician suggests new solutions for business leaders."

Paul Page, Record Producer and Musician

Participant Feedback:

"I came away with a real leap in confidence – about the value that I can bring to different situations and how to make that happen"

"I felt empowered by the experience...the self-understanding that I achieved gave me confidence and a lot of courage to deal with the challenges I was faced with in my professional life"

"The joint skills of Ken and Paul, supplemented by the insights of your fellow participants, coach you to dig deep into yourself and find your own voice"



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