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COURSE BROCHURE

# Advanced Values-Based Leadership in Practice Training Course

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Registered in the United Kingdom and Saudi Arabia

# Advanced Values-Based Leadership in Practice Training Course

Values-Based Leadership in Practice is a 2-week training course for senior managers and heads of department who want their daily choices to reflect the principles they claim, and it ends with each participant drafting a Personal Leadership Charter. Staff now judge leaders by consistency between stated values and visible behaviour, and that judgement shapes trust, retention and willingness to follow difficult decisions. Jupiter Prime Training delivers this values-based leadership in practice course.

## Why Values-Based Leadership in Practice Matters Now

Three forces push personal values to the centre of senior roles. Hybrid working removes many of the informal signals through which teams once read a leader, so intent must be made explicit. A younger workforce expects purpose and fairness, and leaves quickly when it sees neither. A department head whose conduct matches their principles earns discretionary effort and candid challenge; one whose words and actions drift apart breeds cynicism and silence. The course draws on emotional intelligence EI, 360-degree feedback, situational leadership and reflective practice models used across the leadership development field.

## Who Gains Most from Values-Based Leadership in Practice

- Leaders responsible for setting the tone and ethical standards of an entire department
- Managers accountable for retaining experienced specialists through periods of change
- Heads of function who arbitrate between competing priorities from peers and executives
- Senior professionals stepping into broader authority after years of technical excellence
- Leaders responsible for culture renewal following a merger, restructuring or leadership change

A leadership group that attends together gains most, because its members leave with a shared language for principles, feedback and presence that they can hold one another to.

## Values-Based Leadership in Practice Capabilities

Participants move from naming what they believe to showing it under pressure.

- Articulate a short set of core leadership principles with observable behaviours — direct reports and peers
- Interpret 360-degree feedback and separate blind spots from noise — personal growth priorities
- Apply ethical reasoning frameworks to dilemmas with no clean answer — executive sponsors and the board
- Calibrate leadership presence for town halls, crises and one-to-one conversations — staff confidence
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Design trust-building routines that make principles visible in daily decisions — team culture
- Build a personal development roadmap with milestones and accountability partners — line managers and mentors

## Key Values-Based Leadership in Practice Terms

- Core Values — The few principles a leader refuses to trade away, used as a filter for decisions and conduct.
- Say–Do Gap — The distance between what a leader states as important and what colleagues actually observe them doing.
- 360-Degree Feedback — Structured input on a leader's behaviour gathered from managers, peers, direct reports and sometimes clients.
- Leadership Presence — The combination of composure, clarity and attention that makes others willing to listen and follow.
- Moral Courage — Acting on one's principles when doing so carries personal, political or commercial cost.
- Psychological Safety — A shared belief within a group that speaking up, admitting errors or challenging ideas will not be punished.

## Values-Based Leadership in Practice Day by Day

## Day 1: Leadership Identity and Context

- Leadership Lifeline Exercise — Formative Experiences Behind Current Choices
- Stakeholder Expectations Map — Who Judges Your Leadership and How
- Hybrid Work Signals — What Teams Read When They Rarely See You
- Generational Expectations Review — Purpose, Fairness and Retention Pressures
- Personal Leadership Baseline — Strengths and Concerns Before Development Begins

## Day 2: Discovering Core Principles

- Values Card Sort — Narrowing Many Ideals to a Few Non-Negotiables
- Peak and Low Moments Analysis — Evidence of Principles Honoured or Broken
- Values Conflict Matrix — Resolving Tension Between Two Held Principles
- Behavioural Indicators Drafting — Turning Each Principle Into Observable Conduct
- Peer Challenge Round — Testing Whether Stated Principles Sound Credible

## Day 3: Self-Awareness and Emotional Intelligence

- Emotional Intelligence Four-Domain Model — Where Self-Regulation Breaks Under Pressure
- Trigger Mapping — Situations That Pull You Away From Your Principles
- Johari Window — Widening the Open Area With Trusted Colleagues
- Reflective Journaling Methods — Building a Daily Habit of Honest Review
- Stress Response Profiling — Choosing Calm Responses Over Default Reactions

## Day 4: Feedback as Fuel for Growth

- 360-Degree Feedback Design — Choosing Raters and Questions That Reveal Behaviour
- Feedback Report Interpretation — Separating Patterns From One-Off Comments
- Say–Do Gap Diagnosis — Where Colleagues See Words and Actions Diverge
- Receiving Hard Messages — Curiosity Over Defence in the Moment
- Feedforward Technique — Asking for Future Suggestions Instead of Past Critique

## Day 5: Ethical Reasoning Under Pressure

- Ethical Decision Frameworks — Consequences, Duties and Character Compared
- Grey-Zone Dilemma Cases — Healthcare and Construction Scenarios Without Clean Answers
- Moral Courage Ladder — Escalating Concerns Without Burning Relationships
- Rationalisation Traps — Spotting the Stories Leaders Tell Themselves
- Principled Refusal Scripts — Saying No to Senior Requests With Respect

## Day 6: Presence and Influence

- Executive Presence Components — Composure, Clarity and Attention in Senior Forums
- Voice and Body Language Calibration — Matching Signal to Message
- Situational Leadership Model — Adapting Style to Readiness of Each Person
- Storytelling From Lived Principles — Making Abstract Beliefs Memorable
- Crisis Presence Drill — Steady Communication When Facts Are Incomplete

## Day 7: Trust and Psychological Safety

- Trust Equation — Credibility, Reliability and Intimacy Versus Self-Orientation
- Psychological Safety Indicators — Reading Silence, Speed and Dissent in Meetings
- Repair Conversations — Restoring Trust After a Visible Mistake
- Fairness Audit — Consistency in Allocation of Opportunities and Recognition
- Candour Rituals — Routines That Invite Challenge From Junior Staff

## Day 8: Leading Others Through Principles

- Coaching Conversations With GROW — Developing Others Without Imposing Answers
- Delegation Through Shared Intent — Giving Autonomy Within Clear Boundaries
- Recognition That Reinforces Principles — Rewarding the How as Well as the What
- Difficult Conversation Planning — Addressing Conduct That Contradicts Team Norms
- Team Charter Facilitation — Co-Creating Behavioural Agreements With Direct Reports

## Day 9: Sustaining Growth Over Time

- Habit Formation Loops — Cue, Routine and Reward for New Behaviours
- Accountability Partner Agreements — Structuring Honest Check-Ins With a Peer
- Development Milestone Mapping — Ninety-Day Targets for Visible Change
- Energy and Recovery Planning — Protecting Judgement During Demanding Seasons
- Progress Pulse Surveys — Short Repeat Measures of Observed Behaviour

## Day 10: Practising the Personal Leadership Charter

- Principles and Indicators Consolidation — Applying Discovery Work From Earlier Days
- Feedback Priorities Selection — Applying 360-Degree Insights to Chosen Goals
- Ethical Stance Statement — Applying Dilemma Reasoning to Your Own Boundaries
- Peer Review Panel — Stress-Testing Commitments With Fellow Participants
- Personal Leadership Charter — Final Principles, Behaviours, Milestones and Supporters

## Applying Values-Based Leadership in Practice After the Course

- Run a 360-degree feedback pulse with five colleagues and compare it with your say–do gaps.
- Facilitate a team charter session turning shared principles into three behavioural agreements.

## Values-Based Leadership in Practice Questions FAQ

### What is values-based leadership in practice and why does it matter now?

Values-based leadership in practice means making decisions and behaving in ways that visibly match the principles you state. It matters now because dispersed teams, ethical scrutiny and a purpose-driven workforce all reward leaders whose conduct is consistent and punish those whose words and actions diverge.

### Which roles gain most from values-based leadership in practice training?

Senior managers and heads of department gain most. They set the tone for large groups, so any gap between their principles and conduct spreads quickly.

### How does values-based leadership in practice differ from a general leadership skills course?

It focuses on personal principles, self-awareness and feedback rather than on broad management techniques. It examines why you lead as you do and how others experience it.

### What do you bring back from values-based leadership in practice training?

You bring back a written set of leadership principles linked to observable behaviours, prioritised feedback themes and a ninety-day growth roadmap.

## Values-Based Leadership in Practice: The Way Forward

The Personal Leadership Charter gives each participant a working reference for the next difficult call, such as whether to back an unpopular but principled decision. Line managers, mentors and accountability partners use it to track behavioural change. After its first real test, the charter is worth revisiting to check whether its principles held under pressure or need sharper behavioural indicators.