

## BIM Emerging Leaders Programme

The BIM Emerging Leaders Programme is designed to deliver business and leadership upskilling to professionals in the catching, aquaculture and processing seafood sectors at all levels of scale.

The programme offers participants the opportunity to transform into an effective leader, providing clear direction and guidance to avoid common pitfalls in your leadership journey.

You will develop an understanding of leadership styles and identify your own strengths and weaknesses as a leader. You will also develop the capabilities to lead and provide direction for key employees.



### Who Should Attend?

The Emerging Leaders programme is available to all professionals, transitioning into leadership positions in the seafood industry.

Faced with new and evolving responsibilities, emerging leaders need to learn new skills and gain more self-awareness in order to motivate, inspire and lead high-performing teams. In today's increasingly digitised and interconnected world, boundaries are blurred, collaborations are more fluid and the pressure on businesses to be agile is ever increasing.

This two-day workshop will be delivered online in partnership with Mentors (part of Brightwater Group) on Wednesday 25th May and Wednesday 22nd June, by Fiona Buckley and Liam Mulcahy.

A questionnaire will be sent to each participant prior to commencement of the programme, in addition a follow up one to one session with participants will be offered to discuss your Action Plan in more detail.



# Workshops

## Workshop 1

**Fiona Buckley** - Wednesday May 25th

Understanding leadership and leadership styles  
Assessing and understanding your own style  
Communication skills for emerging leaders

### Objective:

To provide participants with an understanding of leadership styles and providing tools to communicate and influence effectively within their new leadership role.

- Understanding your leadership style.
- Being authentic and building your leadership brand.
- My Drive: What motivates you/the team that you lead?
- Personal impact and personal agility.
- Building resilience and controlling emotions.
- Influencing and holding powerful conversations with your team.
- Personal leadership Action Plan.

## Workshop 2

**Liam Mulcahy** - Wednesday June 22nd

Turning talk of change into action  
Developing leadership capability in a change management environment

### Objective:

- Help each candidate to develop a framework to work from, and ultimately a bespoke Action Plan for their own company to take back to their team(s) for their inputs on potential timelines and execution.
- Develop the skills to conduct an analysis of your company's organisational effectiveness.
- Build self-awareness within the participants and highlight the impact they and other team members will have on each other and how to maximise performance from all and outputs accordingly.
- Running effective teams - how to develop trust and build a sense of clarity to the company goals, getting alignment in their teams.



**Bio**  
**Fiona Buckley**

Fiona Buckley is a Leadership Facilitator, International award winning Keynote Speaker and Empowerment and Executive coach. Fiona's areas of focus are in the areas of Leadership and Management Development, Work Behaviour, Emotional Intelligence, Confidence, Personalities, Virtual/Hybrid working, Interpersonal Skills and Team Dynamics. Fiona set up her own company 6 years ago but prior to that spent 16 years in industry where one of her roles was and IR/HR Executive in Irish Business Employers Confederation (IBEC) where she looked after the Seafood/fishing industry.



**Bio**  
**Liam Mulcahy**

Liam has over 30 years of commercial and general management experience within multinational companies in the oil and energy sectors both in Ireland and overseas. With his successful track record, Liam has now turned his focus to mentoring companies and their teams with the view to boosting operational success and team morale.

## How much will it cost?

The total programme cost is €400. This includes the two-day online workshop and optional follow up session.

## How to apply

For further details please email Pat O'Leary, Programme Manager: [pat.oleary@bim.ie](mailto:pat.oleary@bim.ie)



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An Roinn Talmhaíochta,  
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**EUROPEAN UNION**

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