



LEAD YOUR PEOPLE EMPOWERED LEADERSHIP IN PRACTICE

Leadership Development Program

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BECOME A LEADER WHO INSPIRES YOUR PEOPLE TO GIVE 150%

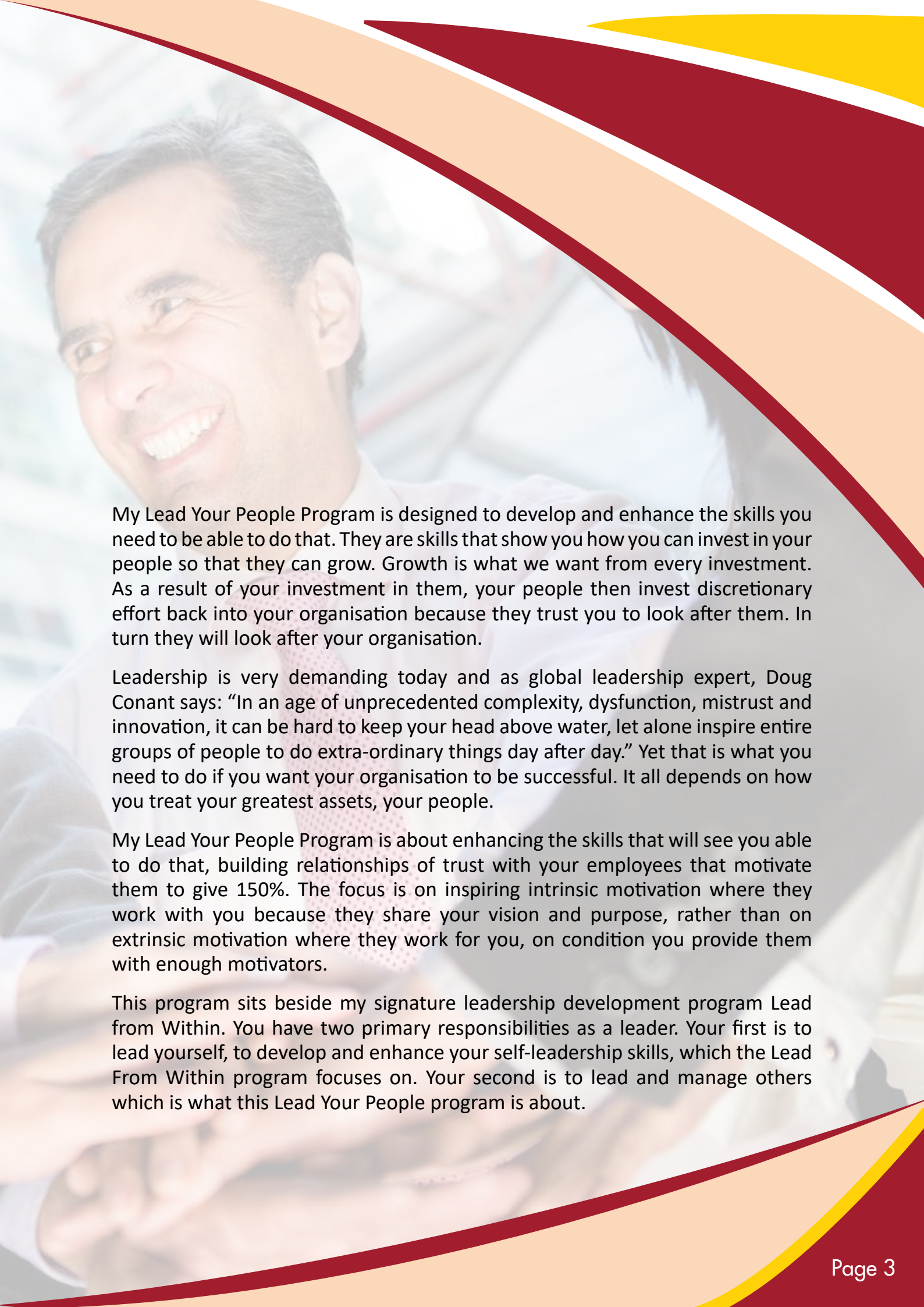
Your people are your greatest assets, but unless they are treated that way, they will react and become your greatest liability.

People join an organisation because they admire and respect what it says it stands for. They leave because the leaders who manage them don't walk the talk and because they don't feel valued, appreciated or acknowledged for the contribution they are making. They disengage long before they leave.

Peter Wilson, the President of the Australian Human Resource Institute, has said that only 24% of employees in Australian organisations are engaged, 60% are neutral - just there but not really engaged - 16% are turned off. This results in a \$42 billion cost in lost productivity in Australian organisations. Why is this happening?

Research done by Red Balloon has shown that leadership style is responsible for 70% of your peoples' engagement. Leaders, however, so often do not have the soft skills to motivate and inspire engagement. Nor do they have well-developed self-leadership skills to manage the challenges involved in leading people.

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My Lead Your People Program is designed to develop and enhance the skills you need to be able to do that. They are skills that show you how you can invest in your people so that they can grow. Growth is what we want from every investment. As a result of your investment in them, your people then invest discretionary effort back into your organisation because they trust you to look after them. In turn they will look after your organisation.

Leadership is very demanding today and as global leadership expert, Doug Conant says: “In an age of unprecedented complexity, dysfunction, mistrust and innovation, it can be hard to keep your head above water, let alone inspire entire groups of people to do extra-ordinary things day after day.” Yet that is what you need to do if you want your organisation to be successful. It all depends on how you treat your greatest assets, your people.

My Lead Your People Program is about enhancing the skills that will see you able to do that, building relationships of trust with your employees that motivate them to give 150%. The focus is on inspiring intrinsic motivation where they work with you because they share your vision and purpose, rather than on extrinsic motivation where they work for you, on condition you provide them with enough motivators.

This program sits beside my signature leadership development program Lead from Within. You have two primary responsibilities as a leader. Your first is to lead yourself, to develop and enhance your self-leadership skills, which the Lead From Within program focuses on. Your second is to lead and manage others which is what this Lead Your People program is about.



“Leadership is the art and science of influencing others”
- Doug Conant

Conant Leadership, Former CEO Campbell Soup Company.
Top 15 Global Leadership Expert.

ENGAGE, EMPOWER, ELEVATE

This program has been designed around these three key motivators that you as a leader need to embrace if you want to create High Performing Professionals. It's all about how you engage, empower and elevate your people

ENGAGE

Engage intentionally and authentically with your employees building relationships of trust.

Create a psychological contract for them with a bottom line commitment of: "We will look after you, if you look after our organisation."

Inspire their further commitment by acknowledging their contribution, valuing and appreciating them.

Get to know them and what motivates them.

Be visible – physically and psychologically – so they know you and what you stand for.

They then will want to work WITH you and not just FOR you.



EMPOWER

Be an empowering leader for your employees by creating a pro-active, energised, “can do”, learning culture.

Be the coach, not the critic.

Focus on their strengths and, in that way, empower them to perform at their highest level.

Give them the autonomy they need to be intrinsically motivated and give 150%.

Inspire that by offering multiple and diverse opportunities for them to grow and develop their skills and own personal brand.



ELEVATE

Encourage your employees to set goals and help them align their goals with those of the organisation so that your success becomes their success.

Show them how they can make a difference in the organisation.

Take your talented people and give them opportunities to advance and elevate their careers.

If you cannot offer vertical promotion, create horizontal stretch opportunities that challenge and prepare them for elevation in the organisation in the future.

Motivate them to act like a leader so as to attract leadership roles to them.

EMPOWERED LEADERSHIP IN PRACTICE

SIX WAYS LEADERS CAN CREATE HIGH PERFORMING PROFESSIONALS

Of the extensive range of skills you need to learn to be effective, these are the six I have chosen as most important. I believe that, when developed and enhanced, they are the ones that will give the most significant outcomes.

While it is not necessary to have engaged with the Lead From Within Program, before doing this program, it does provide a very supportive foundation for these six areas of learning.

Motivate High Performance

Every leader wants a team of high performing people who bring 150% of themselves to work and work WITH you, not just FOR you. Traditional performance management approaches rarely produce these kinds of people, this kind of commitment. This program skills you to make the shift that has the most potential to inspire high performance and this type of commitment. It's a shift from managing performance to motivating it, not with extrinsic, reward and punishment motivators, but rather by creating a pro-active, empowered, "can do" culture that inspires intrinsic motivation.

Be The Coach, Not The Critic

One of the greatest challenges for leaders is how to improve the performance of your employees without criticising them and finding they dis-engage. Being the coach, you help them discover and work with their strengths, and perform at their highest level. They experience their own growth and development and you, as coach, affirm it. This program teaches basic coaching skills, but more importantly, it teaches the differences between a traditional performance management approach and a coaching approach that is solution focused and result oriented, self-directed, collaborative, systematic, positive and proactive.

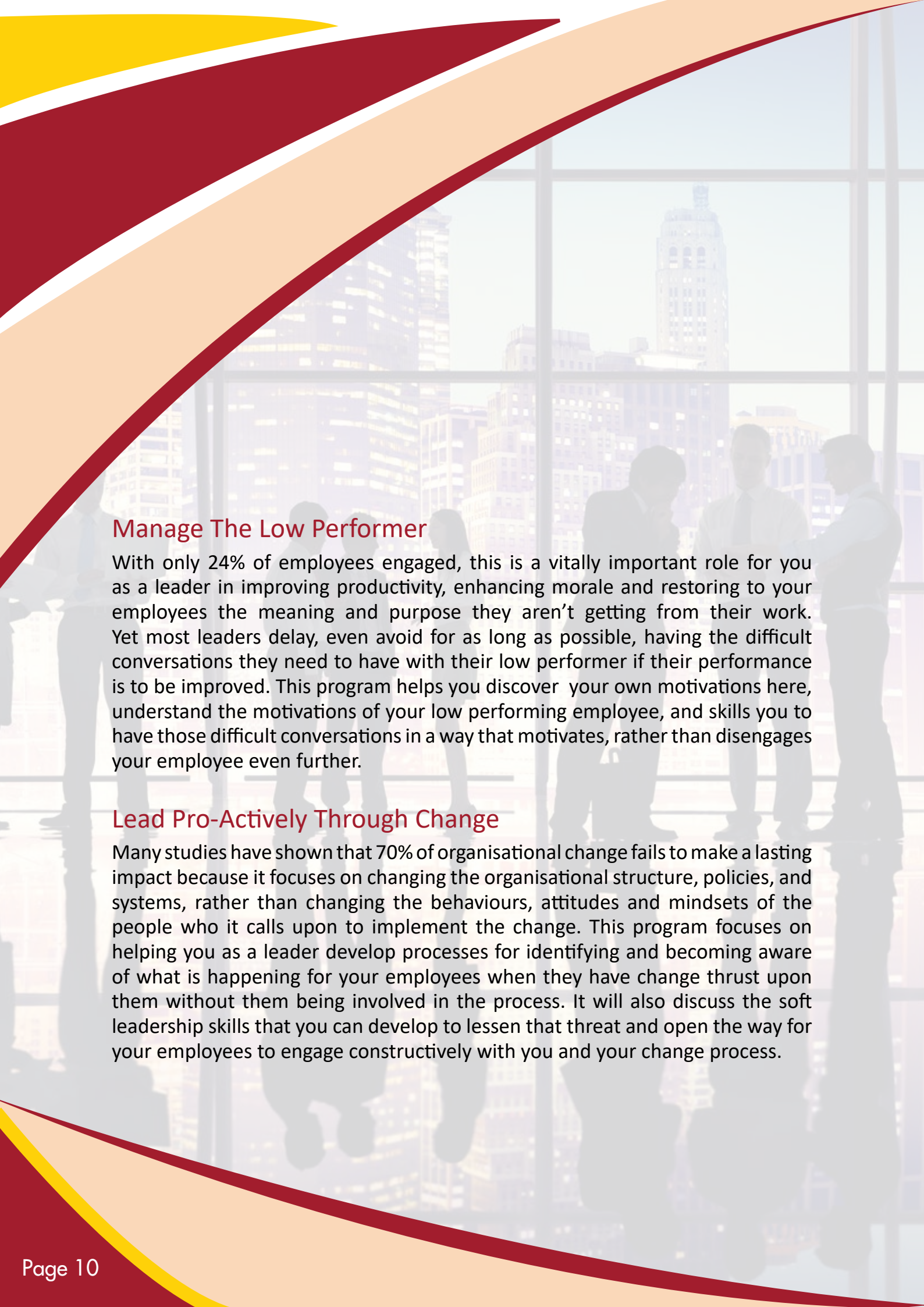


Rethink Performance Appraisals

There is no other business practice that fails so often to bring about the outcomes it sets for itself, yet continues to be used year after year. This ceremonial event of the year, the performance appraisal, costs an extensive amount of money and produces a mountain of paper work. Managers dread them and few handle them well. Employees are intimidated by them and resent them. As a result, more organisations are abandoning them in favour of alternative approaches to enhancing performance. This program skills you in those alternative approaches.

Lead With The Brain In Mind

As a leader today you cannot afford to ignore the discoveries of neuro-science and its insights on how your leadership style impacts employees' performance. This program takes this scientific evidence and translates it into practice. Drawing on insights gained from neuro-leadership it will show you what happens unconsciously in the brains of your employees when they feel their performance is unfairly critiqued or threatened by your approach and therefore why they react negatively to you, or even disengage. On the positive side, however, the science also shows, how learning the skills that enable you to change your approach will see you build relationships of trust, that motivate higher performance and see them want to work not merely for you, but also with you.




Manage The Low Performer

With only 24% of employees engaged, this is a vitally important role for you as a leader in improving productivity, enhancing morale and restoring to your employees the meaning and purpose they aren't getting from their work. Yet most leaders delay, even avoid for as long as possible, having the difficult conversations they need to have with their low performer if their performance is to be improved. This program helps you discover your own motivations here, understand the motivations of your low performing employee, and skills you to have those difficult conversations in a way that motivates, rather than disengages your employee even further.

Lead Pro-Actively Through Change

Many studies have shown that 70% of organisational change fails to make a lasting impact because it focuses on changing the organisational structure, policies, and systems, rather than changing the behaviours, attitudes and mindsets of the people who it calls upon to implement the change. This program focuses on helping you as a leader develop processes for identifying and becoming aware of what is happening for your employees when they have change thrust upon them without them being involved in the process. It will also discuss the soft leadership skills that you can develop to lessen that threat and open the way for your employees to engage constructively with you and your change process.



***“If your actions inspire others
to dream more, learn more and
become more, you are a leader.”***
- John Quincy Adams,
6th President of the USA, 1825-1829



WHY WORK WITH ME


I can take you from where you are to where you want to be.

I have extensive experience, across various professional sectors, helping leaders and aspiring leaders like you confidently lead and manage your employees, bringing out the best in them, through both good times and tough times. The pro-active management of people, to motivate committed performance, is one of the hardest tasks any leader has to undertake.

My background as an educator, my 19 years experience in counselling and psychotherapy, my Ph.D. research on “Being A Reflective Practitioner In An Age Of Uncertainty” and my work coaching and mentoring has combined to give me an intuitive insightfulness into the interpersonal challenges leaders face in this challenging role of leading their people. These six themes are all about helping you learn and develop skills that resource you to do that with confidence and achieve outstanding results.

I am always updating my programs, ensuring that I am always working at the cutting edge of thinking in leadership development. In this unpredictable and uncertain economy, where exponential change is the norm, I want to help you stay at the forefront of what you need to be doing to motivate high performance in your employees.

At the same time, I have the skills and ability to show how those new and cutting edge ideas can enhance your work in the messiness of real time situations and experiences, and renew your confidence in managing them.



I will do all this while, at the same time, absolutely believing that you have within yourself the answers to all that challenges your leadership of your employees. This Lead Your People program is about helping you discover your unique answers to those challenges and enhance your leadership.

To do this I will engage you in an interactive process. I want to help you make explicit, the implicit that guides all your decision making and actions. In a group setting I facilitate the sharing of group members' experience and make it available to the entire group. The energy this generates and the shared ideas that flow from it, will be an exceptionally important and empowering part of your learning.

My contribution to your leadership development does not start and finish at the workshop door. I am committed to give generously of my time to the planning of your learning, to coaching and mentoring you and to the follow-up afterwards.

This is my commitment to you.

I will do all within my power to ensure you become the most empowered and empowering leader you can be, a leader for these times of change and unpredictability.

This is not a journey, however, where you sit in the back seat, observe and listen. This is an experience in which your engagement, interaction and involvement are essential to your learning and the results you can achieve. This is a transformational journey.



INVITE ME TO WORK WITH YOU

BOOK AN EXPLORATION AND DISCOVERY SESSION WITH ME

This is your first step in engaging with me.

Contact me to set up a time when we can meet, ideally face to face where possible, to discuss what your goals are and what outcomes you want to achieve. I can help you develop a way to use this program to achieve those goals.

There is no obligation and no consultation fee for this discovery session.

You can engage with the Lead Your People program in a number of ways. The difference lies in the amount of interaction and engagement participants can have and, as a result the extent to which the particular format chosen has time to address and discuss the actual situations and experiences of the participants.

I will work with you as an individual or an organisation to help you create a process that will get you the outcomes you want.

One Day Masterclass

This is where you engage with one of the 6 themes/skills over a full day, tailored to your particular needs. The value in giving a full day to the skill is that you can explore it in depth and I can facilitate much interaction and sharing of ideas between the participants which has always proved to be a very valuable part of the masterclass.



Individual Mentoring/Coaching

You as a leader may be very aware that you need to develop and enhance your skills in one of these 6 areas. You may very well know what you have to do, but don't know how to do it. You don't need the masterclass, but the individual mentoring or coaching can be very helpful.

Combination of Group Masterclass and Individual Mentoring/Coaching

This is an excellent way for you as a leader to develop and enhance your personal leadership style. By participating in the masterclass you develop and enhance your skills in what you need to do. The mentoring/coaching then helps you make it your own, empowering you with renewed confidence to engage your people and bring out the best in them.

Your Unique, Specially Tailored Program

This is especially valuable when an organisation is wanting to bring about a specific change, for example, in rethinking their performance appraisals. You will bring your ideas and your desired outcomes to the discovery session with me and together with you I will design a program that will achieve those outcomes. It may well include all of the approaches, or prioritise one or the other. This program usually extends over a period of time.



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I want to help leaders
to transform themselves
From The Leaders They Are
to the leaders they need to be
in this new economy.

- Maree Harris

