



Leaders Thriving Program

‘I want to thrive not just survive’

Sophisticated business leaders understand that to retain high potential leaders and talent they must support them to grow and THRIVE in all areas of their leadership.

**Organisations are much more aware
of the need to equip people at all
levels with the ability to thrive.**



There is a clear business case for diversity to drive innovation and provide a competitive advantage in the market. Potential loss of quality talent at any level of leadership presents a real risk to any organisation.

Helping people thrive in a way that works for them is therefore considered essential in the making of well-considered and balanced solutions.

It makes sense to develop and engage those throughout the organisation with the greatest influence on this needed change – leaders and managers – but to do so with content that supports the whole person, not just their leadership qualities.

Leaders Thriving Program

The Leaders Thriving Program is a holistic, experiential and dynamic talent program that supports empowering leaders and managers across ALL areas of their lives.

Dynamic workshops and virtual coaching and leadership support for talented people across your whole organisation.



A dynamic and wholistic program:

Leaders Thriving is a program offered in a fully virtual (or face-to-face) environment designed to meet the needs of key individuals as leaders, influencers and emerging talent.

The program takes a strength-based approach that builds confidence, capabilities and better informs participants of their contribution to the organisation.

Participants take away a clear understanding of their unique leadership strengths and style, and a toolkit of strategies and skills for career success and thriving at work and in life.

It is executed through a combination of workshops and coaching by experienced executive coaches and facilitators.

To thrive, leaders need to:

- Recognise their strengths and bring them to their roles;

- Build support and business networks across regions and states;

- Take care of their health and wellbeing; Manage their minds, their health, wealth and their relationships across all areas of their lives to help them feel in control and able to achieve their goals.

- Understand how to exercise leadership in ways that respond appropriately to the reality of our dynamic, fast paced and changing world.

OBJECTIVE

Leaders Thriving provides an opportunity to inspire and motivate your emerging talent. Participants enhance their strategic thinking and other essential leadership and career skills, while taking ownership of their own career development.

FORMAT

We have a number of modes of delivery for this program.

Mode 1: Face-to-Face Workshop and Coaching

We commence with a five hour Leaders Thriving action-oriented workshop and follow this with five 90 - minute coaching sessions with an executive coach to support the learnings and action with each coaching session focussed on one of the various 'Leaders Thriving' topics.

Mode 2: Fully Virtual Workshop and Coaching

We commence with a three hour online Leaders Thriving action-oriented workshop and follow this with five 90 - minute coaching sessions with an executive coach to support the learnings and action with each coaching session focused on one of the various 'Leaders Thriving' topics.

Mode 3: Hybrid Delivery Model including online workshops and virtual coaching on all topics

This mode provides an opportunity to dive deeper into the material and the application of the learning through 5 x 2 hour workshops (1 x each topic) using the coaching to embed the learning.

Regardless of the mode of delivery, we use experience-based, transformative techniques to build on the current experience of your emerging talent while challenging them to grow.

TARGET MARKET

The target market includes all emerging leaders who aspire to be more influential in their organisation and are seen as talent to lead now or in the future.

BENEFITS OF LEADERS THRIVING:

Leaders taking ownership of their own career development.

'Rubber hitting the road', with actionable tools and strategies.

Experiential and transformative – a motivating experience.

Uncovering and actualising leadership potential.

Increased confidence in engaging and influencing people – internal and external

30 DAY CHALLENGES

Using Matt Cutt's TED presentation as a thought starter, the participants take part in 30 day work challenges which enables them to set a stretch challenge that could be completed in 30 days. This is a challenge based on one of their key takeaways from the workshop.





LEADERS THRIVING

For leaders to thrive, they need a sense of balance and energy in all areas of their life. Leaders Thriving focuses on how we build greater skills and confidence to manage our Strengths, Career, People, and Self. Over the past few years and especially during COVID-19, the fast-paced and dynamic nature of change within business has brought some significant shifts in what leaders want for their lives.

STRENGTHS THRIVING

Our 'Strengths' approach provides a fresh and compelling model for management and leadership. We will hold an initial workshop that covers the details of the CliftonStrengths Assessment and how they relate to individual performance.

Leading with your Strengths is about just that: locating your strengths and talents, and learning how to maximize them while managing those deficits that might not get you where you want to go. Working from your strengths enables you to maximise both personal and professional effectiveness.

We use the CliftonStrengths Assessment, a developmental tool that provides powerful insights into individual talents and strengths.

A strengths approach is a powerful lever for leadership development and on going performance. Awareness of your own strengths and talents, and an understanding of how to develop and use them in a leadership context, is what distinguishes high achieving managers and executives. At the same time, understanding development areas and how to manage those using your unique 5 key strengths, is part of the picture.

Prior to the workshop participants are provided with the CliftonStrengths Assessment 2.0 code to individually complete the assessment. They then receive a comprehensive Strengths report.

Getting the results of this survey often provides a light bulb moment –people realise how much they have to offer to the organisation and how unique their leadership strengths are from a generic perspective as well as from the perspective of team culture.



CAREER THRIVING

Many leaders are looking for new opportunities to contribute to their existing business or to some future business for which they work, while capitalising on their natural strengths and realising their potential. Ready to drive their own careers, many leaders are hungry to grow and learn. They see the workplace as a significant vehicle to fulfil this need. The evidence is that talent management and career support initiatives need to happen in an enabling environment. In other words, organisational culture, practices and leadership engagement, need to sing from the same songbook.

In this session we'll work with the group to:

- Use a career mapping model to identify and understand alignment of career goals and actions; and

- Take charge of career planning through goal-setting, action plans, and building support teams

PEOPLE THRIVING

No matter what part of the business you are working in, it's the people and their working relationships that enable high performance levels and a pleasant environment in which to work. Effective working relationships are key to good teamwork, retaining, achievement, resilience - indeed everything that makes working life worthwhile.

The landmark Simply the Best Workplaces Study by Dr. Daryll Hull & Vivienne Read (ACIRRT/UNSW, 2003) found there were 15 key drivers for excellence in the workplace in Australia. At the top of the list was the quality of working relationships - people relating to each other as friends, colleagues and co-workers.

People supporting each other and helping to get the job done. We use the Executive Central Operating Styles (ECOS) model and conflict

management models together with other practical frameworks and skills, to tackle relationship building, teamwork, group dynamics and conflict management. Based on the Strengths work in Workshop 1, we discuss how individual strengths can be harnessed to build healthy and resilient working relationships.

In this session we'll work with the group to:

- Understand and identify operating and communication styles based on the ECOS model.

- Discuss strategies and resilience in managing and resolving conflict effectively.

- Learn about group dynamics and what makes a healthy, high performing team.

- Explore how we can contribute to relationships and teamwork through our strengths.

OTHERS THRIVING

In this session we'll address some of the key leadership challenges of the 21st century: unconscious bias, inclusive leadership and trust.

Unconscious bias is a barrier to inclusion and can stifle efforts to create genuine cultural change in organisations. A better understanding of unconscious bias helps leaders be more effective in building diverse teams. It also encourages agile and collaborative thinking. This session explores unconscious bias as the product of fast thinking and shows leaders how they can mitigate against the impact of bias within themselves and their teams

We're all managing our careers and relationships, but failing to see the world from others' perspective and building a "currency of trust" can mean leaders are not aware of their blind spots or that they create unnecessary barriers to success..

In this session we'll work with the group to:

Explore what a common definition of unconscious bias in the business world means.

Consider some fundamentals of trust and inclusive leadership that can be immediately applied in the workplace.

Utilising a strengths based approach we will develop practical, easy to apply strategies to improve wellbeing in line with personal values.

Identify behaviours, attitudes and beliefs that limit inclusion and acceptance in the workplace

Provide sensible tools and strategies for leading diverse and inclusive teams built on trust.

THRIVING AS LEADERS

"Self-compassion" might not sound very business-like to some. But robust scientific research shows self compassion (along with purpose and energy) has real effects on what we can achieve. When leadership development starts with this "inner work", the results are more likely to transfer to the workplace. They also last longer compared to more superficial interventions.

When leaders increase their self-compassion, they are:

- more accountable when things go wrong rather than blaming and deflecting
- more resilient and able to bounce back from failure
- more willing to take risks
- more self-aware
- more willing to be vulnerable, leading to a greater ability to connect and build trust with others.

Having a strong sense of purpose allows you and your team to:

- build energy and health
- be more resilient and cope with setbacks
- navigate complexity and competing priorities at work
- make difficult decisions more easily

Nurturing our physical mental and emotional energy gives us:

- sharper thinking and better decision-making
- greater stamina at work, and in all areas of life
- better quality sleep and health
- greater resilience
- increased productivity and performance.

In this session we'll work with the group to:

After working with us, leaders are better able to respond to the contemporary demands they face. Consequently, they achieve meaningful results for themselves and the business.

They are more proactive, efficient, connected and energised. Instead of feeling like they are floundering, our clients say they are starting to flourish. The most common phrase people use to describe their work with us? "Life-changing."

While achieving more of their goals, they also maintain their productivity over the long-term without burning out. This could mean lower absenteeism, presenteeism and turnover.

Participants in our programs also learn how to support a workplace culture that nurtures sustainable high performance in a high-pressure environment. In this way, the benefits of their participation flows on to the broader organisation, further increasing your ROI.

Program Overview

Tailored coaching to achieve personally relevant outcomes

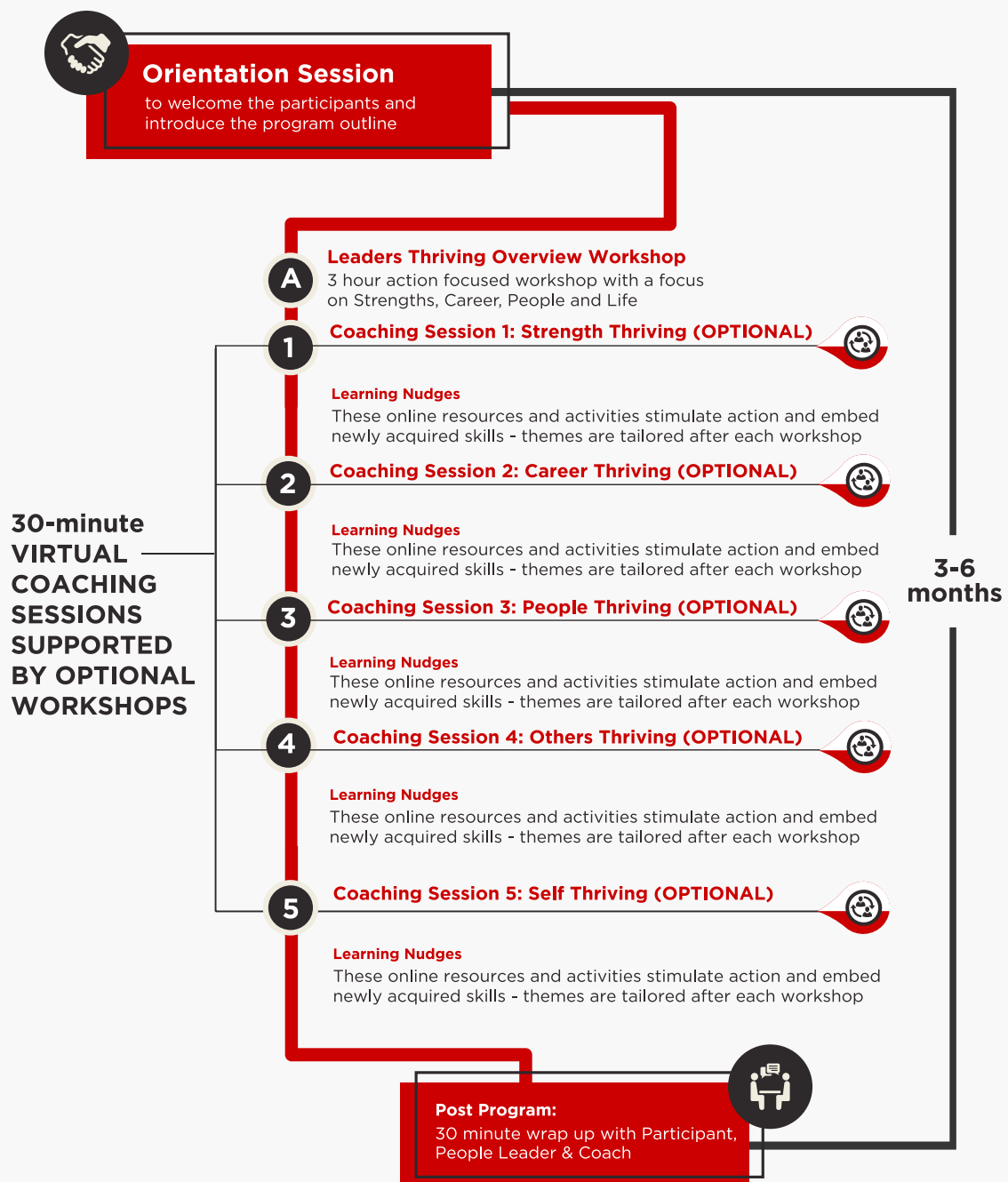
While we can recommend appropriate content from our own experience, the value of this program will be multiplied by tailoring to the participants' specific needs.

The team will look at each individual, with their unique needs, talents and strengths, to ensure that the program delivers a personally relevant outcome.

Structure and content to meet your desired outcomes

The coach will help you to gain leadership self-awareness, clarify career goals, achieve development objectives, continue to unlock your potential via your strengths and act as a sounding board.

When formulating the coaching sessions the coach takes into account the desired outcomes from an organisational and individual point of view.





EXECUTIVE
CENTRAL

We trust that the information contained herein is sufficient to meet your immediate needs.

We would appreciate an opportunity to answer any questions about the Leaders Thriving Program content, the personalised learning experience, or anything else.

Please let us know your interest or questions by replying to this email or alternatively call Todd on 0402 313 795.

We hope you can join us.

Kindest Regards,



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