

# HIGH PERFORMANCE LEADERSHIP

## PURPOSE

*The High Performance Leadership program uses Leading Teams models of leadership and team development to equip participants with the understanding and practical tools required to be a high performing leader within their organisation.*

## PARTICIPANTS

This program is suitable for individuals that wish to develop their leadership skills in a supportive yet challenging environment.

## PROGRAM DELIVERY

**The High Performance Leadership program comprises five full days of interactive workshops, delivered over a six month period with approximately 4-6 weeks between sessions.**

The dates of subsequent sessions will be agreed between members of the group on day 1.

The delivery of the program is flexible, with sessions tailored to address the specific needs of the participants.

## PROGRAM ENVIRONMENT

High Performance Leadership is a program of practical and experiential learning, delivered by Leading Teams' expert facilitators.

As well as offering a learning opportunity, the program creates a forum for the discussion of leadership and the creation of peer networks among the group. Participants will reflect on their individual leadership practice to identify areas for development. They will have the opportunity to apply the tools and models to their leadership practice between sessions and discuss the outcomes at the next meeting.

All sessions involve the discussion of workplace matters raised by program participants. This real-life, action-based learning approach enables the sharing of experiences and ideas between group members and fosters strong networks and relationships that will deliver genuine workplace improvement.

## PREVIOUS PARTICIPANTS

*"I've learnt that being a great team member and leader is more about you being open to being honest with yourself and your team. I've also learnt to trust my instinct and be authentic - not to just manage a team, but to lead by example."*

**Sarah**, Marketing Manager, Bicycle Network

*"I have become a Partner with the firm I work for, so I'm using what I learned practically every day. The course has helped me to understand what constitutes good team dynamics, how to create/foster/develop them and how to lead others to be a part of and contribute to great teams."*

**Matthew**, Partner & Principal Consultant, RM Consulting Group

# HIGH PERFORMANCE LEADERSHIP

## PROGRAM THEMES

### HIGH PERFORMING LEADERS

- What it means to be a high performing leader
- Understanding your own leadership style and how it impacts team and individual performance
- Understanding your DiSC profile and how it links to building relationships, communicating effectively and dealing with conflict
- How to adapt your leadership style to suit your situation and get results

### TEAM CULTURE

- Developing a team trademark
- The definition of culture and how to influence it
- The truth about your team
- The link between dynamics and mechanics

### TEAM WORK

- How to set goals that drive high performance
- What motivates teams and individuals
- The impact of attitude
- How to influence behaviour to accelerate change within your team

### STRONG PROFESSIONAL RELATIONSHIPS

- Understanding what strong professional relationships look like
- Clarifying expectations between team members
- The role of relationships in team success
- Finding time to build strong professional relationships

### OPEN & HONEST COMMUNICATION

- Recognising the value of feedback and review
- Knowing when and how to have a genuine conversation
- Communicating with impact
- Dealing with conflict productively

*\*Please note, these themes are given as a guide; content will vary depending on the needs of the group.*

## LEARNING OUTCOMES

### After completing the High Performance Leadership program, each participant will:

- Understand what it takes to be a high performing leader and how to create a high performing team
- Have clarity about their own leadership and decision-making preferences, and how these impact on their leadership role
- Have defined their own personal trademark and personal action plan and be committed to implementing them
- Understand the role of genuine conversations in driving performance and be confident having them with their team
- Possess and be able to use a toolkit of strategies and practical activities to navigate the challenges of leadership and dealing with different personalities
- Know how to model, reward and challenge the right behaviours in their team
- Be a leader in the promotion of the company values and culture
- Understand the link between an ongoing review process and continuous improvement
- Possess the skills to facilitate meaningful team reviews that cover both mechanics and dynamics and support the development of self-managing teams
- Be committed to pro-actively shaping the future of their organisation as a leader.

## PROGRAM MECHANICS

**Start date:** 24 April 2020

**Location:** Sydney

**Course cost \$3,300 (plus GST) per person.**

Cost includes five full-day workshops, DiSC profiling, course resources and catering.

Each program is limited to a maximum of 12 participants.