BespokeHR

FUTURE LEADERSHIP EXECUTIVE PROGRAM 2019

THE HUMAN FOOTPRINT. THE MARK OF A LEADER.

"If you want to grow your business, you must first grow your people."

The Executive Leadership Program is focused on the human element of leadership within your organisation, industry and wider community. Sharing best practice people strategies and focusing on the top 15 future leader competencies, this program has been developed to help successfully navigate business leaders through global trends impacting our workforce. As well as building all your people planning processes and platforms, this program aims to assist in building high performing cultures, empowering teams, building trust and leaving a legacy to remember. The program will have up to 20 participants in a group and will be developed and facilitated by Paulette Kolarz (2008 SA Telstra Business Woman of the Year and Managing Director of BespokeHR). Paulette has developed and facilitated a significant number of leadership, management and talent programs and specialises in this area.

0 2

AIMS OF THE PROGRAM

- Expose participants to global future leadership concepts and competencies.
- Prepare for future workforce/ generation requirements and industry trends in order to attract, develop and retain team members.
- Raise self-awareness.
- Provide intensive focus on management and leadership skills, habits, routines and useful templates.
- Exposure to business improvement process to positively disrupt processes and ultimately 'solve' business and industry problems.
- Hone team project management skills.
- Provide networking opportunities across industries and sectors.
- Enhance future leadership potential within the business to meet future succession pipeline needs.

FAST FACTS

Who is a fit for the program?

Business owners, executives or senior managers.

Benefits of the program

- Develop leadership skills in line with future requirements.
- Get in front of people trends coming into workplaces and learn how to get on top of them.
- Discover how to build high performing, productive, engaged teams.
- Foster entrepreneurial thinking, innovation and problem solving.
- Discover processes and habits of effectively communicating collaboratively across business areas.
- Provides useful strategies and tools to receive immediate benefit and impact in both personal and professional lives.
- Discover how to get more done in less time and achieve greater success.
- Develop a high level of self-awareness by defining personal leadership and success definitions and providing insight into your key strengths and areas for development.

- Discover useful tools, hacks and digital platforms to leverage performance and productivity.
- Learn how to set up and be part of a mastermind group.
- Receive highly practical tools, case studies and proformas around leadership, building and managing teams, effective time scheduling / planning and project management.

INVESTMENT

$4,500+GST upfront (or 5 weekly payments of $1,000+GST).

- Workbooks including practical, ready to use templates to take back to the workplace for yourself and your team.
- Receive your personalized D.I.S.C / Emotional Intelligence and Motivators assessment to assist you gain a great understanding of your behavioral style (how you do things) which will also assist in providing invaluable insights into working with team members, stakeholders and managing upwards, key emotional intelligence areas and your motivators (why you do things).

OVERVIEW

- Attendees - up to 20 participants to form first group.
- Time Investment - pre-reading/work/self-assessments, 6 days attendance in person - PLUS some out of session time to work on projects.
- Practical component incorporated utilising defence disciplines to build trust and navigate through crisis situations.
- Group working projects to be developed through program to incorporate leadership learning into a project that "adds value" to either the business, community or industry.
- Receive personalised DISC, EI and Motivators assessment and action plan.
- Accountability and check-ins throughout program. Closed WatsApp group to interact, share reflections and/or ask questions throughout program.

WHEN + INVOLVEMENT

LOCATION: To be confirmed. The program runs for 6 weeks.

- 1 x welcome 1 hour session held online to prepare for program, ask questions and receive pre-reading information.
- Attend 6 face-to-face 1 day sessions (held weekly) led by Paulette.
- 1 x individual coaching session to review assessments, objectives of program and lock down 12 month goals.
- 2 x group coaching calls in between sessions: provide any support around topics and ensure accountability of tasks provided between session.
- 1 x further group coaching call at 6 months after completion to check in around benefit of the program, accountability against goals and/or provide any support or motivation in key result areas.
- 90 day online accountability probe against plan.
- Some out of program requirements (ie project check-in, exercises, reflection and some reading).

"Paulette was fantastic, and got us thinking about how we can do things better, and foster a better company culture, especially after some very challenging staffing issues."

What's involved in the Project?

Project Overview

- To be broken up in groups between 3 and 5 people
- Projects to be focused around at least one of the below strategic focus areas:
  - Global workforce issue
  - Not-for-profit or industry group
  - Environmental impact

Project Objectives:

- Outcome focused
- Build on project management skills
- Build and develop team management skills
- Demonstrate a proactive approach to problem identification and problem solving.
- Learn how to effectively present to key executives and stakeholders
- Include written business proposal

PROGRAM OUTLINE

This Program focuses on building the below 15 Future Leadership areas...

Your Purpose, Passion Genius & Leadership Brand

Unlock your purpose based around your passion and genius and identify your leadership brand and legacy. Work through a process to help you clearly articulate an engaging vision that inspires others to commit to purposeful actions.

Driving Strategic Results

Discover how to understand future requirements and apply strategic thinking to promote the achievement of excellence and the attainment of strategic outcomes.

Critical Thinking

The ability to challenge existing thinking and mindsets and review situations, analyse and evaluate results using critical and analytical thinking and judgement.

Leading & Developing People

Discover how to articulate, manage and improve performance, talent and capability within the organisation.

Self-management

Discover the benefit of disciplined thought, habits and routines and emotional intelligence to better understand how you maintain momentum, energy and passion as well as learn the skill of masterminding and setting your future accountability team.
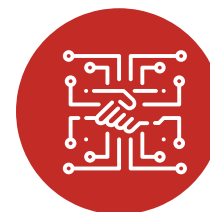
Digital Literacy

Understand key digital tools, practice and competencies to optimise productivity and collaboration.

07

Problem Solving & Positive Disruption

Discover how to proactively identify problems and frustrations and create, implement and evaluate the success of solutions. Make changes within an organisation that doesn't interfere with people's productivity.

Communication

Understand effective communication and learning strategies to inform, motivate and impact change as well as effectively get key messages across with the right intent. Establish an open feedback culture and key communication rhythms.

Teamwork

Discover how to build high performing teams and effectively stimulate relationships in order to promote collaborative outcomes with those from different generations, cultures, backgrounds and professions.

Project Management & Change

Understand key project management principles and change processes in order to discover how to effectively lead change and apply project management principles.

Global Citizenship

Understand global trends and the ability to think, act, relate and respond to socio-cultural elements. This includes understanding what businesses and leaders need to do to be seen as leaders in corporate social responsibility and promoting a positive and best practice culture.

Mastering Time

Discover the tips and traits of highly productive and effective leaders and how you can adopt them to your daily, weekly, monthly, 90 day and annual planning processes.

Empowering Others

Discover key ways to build trust, empathy and strategies to empower team members including reward and recognition, wellbeing, autonomy and belief.

Driving Accountability

Understand key processes and tips to assist drive accountability within the team.

Networking

Build networking skills to effectively build relationships and be positively remembered.

08

SESSION OVERVIEW

Pre-Program Activities:

- Complete executive assessments including behavioural/emotional intelligence (via email) – allow up to 60 minutes to complete.
- Complete pre-program self-evaluation.
- Welcome call to set up planning, pre-thinking and go through program requirements.

Interim / Post Program Activity

- 1 on 1 goal setting session after Session 2 to build 12 month goals and go through assessment.
- Group coaching calls after Session 1 and Session 5.
- Group coaching call scheduled for 6 months after completion of program.
- Access to 90 Day Online Culture Accelerator Program.

09

SESSION 1
- Your Purpose, Passion & Genius
- Leadership Brand and Legacy
- Driving Strategic Results & Key Result Areas
- Critical Thinking
- Project & Action Planning

SESSION 2
- Leadership Models & Plan
- DISC
- Emotional Intelligence & Motivators
- Routines & Rhythms
- Project & Action Planning

SESSION 3
- Your team DNA design
- Teamwork & High Performance teams
- Feedback & Effective Communication
- Presenting powerfully
- Project & Action Planning

SESSION 4
- The Think Big Process + Positive disruption
- Project & Change Management
- Digital Literacy
- Global Citizenship
- Project & Action Planning

SESSION 5
- Building trust & navigating teams in crisis
- Empowering Others
- Driving Accountability
- Mastering Time & Productivity
- Project & Action Planning

SESSION 6
- Project Presentations
- Self-Management and success habits
- Masterminding
- Reflection & Commitments
- Celebration