



Public Programs

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Welcome to Strategic Leadership

Since 2004, Strategic Leadership Pty Ltd (“SLPL”) has been a specialist provider of facilitation, training, coaching and consulting services. We comprise a highly experienced and well-credentialed team with qualifications in psychology, medicine and business. We have worked in large and small organisations in the private, public and not-for-profit sectors, and with all levels of staff from specialists to executives and boards of management. Our team members are accredited in numerous psychometric instruments and we also have the capacity to develop 360 and other surveys to meet specific requirements.

As the name implies, much of our work is centred on leadership and the range of disciplines linked to effective leadership. Our goal is to help you and your team be the best you can be in support of personal and organisational success.

This document presents our standard programs, which may also be customised to meet specific organisational requirements. We welcome your further enquiries regarding details such as pricing, presenters and venue and catering options.

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Recent Feedback

“This was a great training session as the presenter had ‘real life’ experience in the subject and was able to deliver freely. Thank you.”

“The presenters were amazing. Fantastic content and useable framework.”

“The whole course will benefit my work with clients.”

“Engaged everyone in the room and facilitated discussions to ensure everyone had a voice.”

“This course was very useful. Will recommend to my team and peers.”

Strategic Leadership Programs

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Leadership Essentials

Overview:

Leadership Essentials is a program aimed at de-mystifying what leadership is really about and creating the foundations for lasting success as a leader.

It is suitable for people already in leadership positions as there is ample opportunity provided to support reflective discussion based on individuals' experience. It is also suitable for people about to take on leadership roles as it sets in place the core understanding required to achieve great results from the outset.

Duration: 2 Days

Target Audience:

- General Managers / Group Managers
- Team leaders / Team members
- Aspiring leaders

Topics:

- *The nature of leadership*
- *Leadership success factors*
- *Understanding your leadership style*
- *Managing yourself as a leader*
- *Achieving success through others*
- *Dealing with challenges*
- *Growing your leadership*

Additional Information:

This program includes "The Leadership Excellence" Survey, a 360 degree diagnostic to support participants in their reflection about their effectiveness as a leader or potential leader.

Transformational Leadership

Overview:

Transformational Leadership is a program which highlights the power and potential of being a leader who inspires greatness in others and who achieves great outcomes through others. In this program, we contrast transformational leadership with transactional and other leadership styles, highlighting the time and place to use each style.

The program is ideal for any leader involved in organisations undergoing transformational change. It is based on leading research and practice, including the pioneering work by Bass and Avolio in the transformational leadership style.

Duration: 2 Days

Target Audience:

- Board Directors / CEOs / General Managers / Group Managers
- Team Leaders / Supervisors
- Any others in a leadership position

Topics:

- *Differing styles of leadership*
- *The emergence of transformational leadership*
- *The benefits of being a transformational leader*
- *Measuring yourself as a transformational leader*
- *The keys to being an outstanding transformational leader*
- *Balancing the styles*

Additional Information:

This program includes the MLQ Survey, a 360 degree diagnostic which measures one's effectiveness as a transformational leader.

The Emotionally Intelligent Leader

Overview:

Emotional intelligence has been described as being at least twice as important as IQ for achieving success at more senior levels. We use IQ to get to a certain level in the organisation (for example, by virtue of good problem solving) but ultimately our real success comes down to how we manage ourselves and others in the many situations that arise on a daily basis.

In this program, we look at opportunities to improve our self-awareness and self-management, and opportunities to improve our social awareness and social relationship skills. Using the EQi2.0 Emotional Intelligence Assessment tool, we examine 15 key emotional skill areas that will support your ongoing success in work and life more generally.

Duration: 1 Day

Target Audience:

- Relevant for all staff members

Topics:

- *Introduction to Emotional Intelligence; why is it a crucial competency for leaders?*
- *Understanding Self (Self-regard, Self-actualisation, Emotional Self-Awareness)*
- *Self-Expression (Emotional expression, Assertiveness, Independence)*
- *Understanding Others (Interpersonal relationships, Empathy, Social responsibility)*
- *Effective Action (Problem solving, Reality testing, Impulse control)*
- *Managing Stress (Flexibility, Stress tolerance, Optimism)*
- *Putting it all Together*

Additional Information:

This program includes the following:

- The EQi 2.0 Leadership Report

Becoming a Situational Leader

Overview:

“Becoming a Situational Leader” presents a practical framework for applying different leadership styles as demanded by different situations. In particular, it enables the leader to understand the overwhelming benefits of applying the right leadership style at the right time for a given individual – and to also appreciate the costs of getting it wrong!

The program assists leaders to see how they can accelerate an individual’s development to a point of mastery, thereby freeing the leader to focus on more productive pursuits than the constant supervision of subordinates. Included in this program are techniques for coaching others and for conducting performance conversations.

Duration: 1 Day

Target Audience:

- Executive / General Managers / Group Managers
- Team Leaders / Team members / Supervisors
- Specialist and Support staff

Topics:

- *The situational leadership framework*
- *Understanding your natural style*
- *Diagnosis of development styles*
- *Flexibility of leadership style*
- *Partnering for success*
- *Dealing with problem situations*
- *Situational teams*

Additional Information:

This program includes the opportunity for you to assess yourself as a Situational Leader.

Achieving Your Potential as a Leader

Overview:

To what extent is leadership based on position? This powerful program provides a very clear road-map for how you can go well beyond the limitations of a leadership title to make a lasting positive impact and achieve your potential.

In this program, you will learn how you can avoid the type of problems which derail many leaders once they achieve a certain level of success. Most significantly, however, you will learn how to flourish as a leader, creating in others the capacity to multiply your effectiveness across many domains.

Duration: 2 Days

Target Audience:

- Executive / General Management
- Group Managers
- Team leaders

Topics:

- *The stages of progression from new leader to top leader*
- *Characteristics of top leaders*
- *Moving from where you are to where you want to be*
- *Leveraging your natural strengths*
- *Avoiding typical leadership derailers*
- *Building your reputation as a top leader*
- *Leaving a legacy*

Additional Information:

This program includes the following:

- The book “Five Levels of Leadership” by John Maxwell

Managing Change

Overview:

Change is a constant in life today. Why then do so many people resist change? Why do so many change initiatives fail to live up to expectations? What can you do to ensure your own change management program has the best prospects for success?

This program looks at the critical success factors for achieving the outcomes you need from a change initiative. You will learn how to best connect your people to the change agenda and how to deal with the various human implications of structural change. Through case studies, you will understand how to avoid the mistakes commonly made and what is most important to focus upon. The workshop will give you the strategies and the confidence you need to be a truly effective change agent.

Duration: 2 Days

Target Audience:

- Board Directors / CEOs
- Executive / General Management
- Group Managers
- Team leaders / Team members
- Specialist staff
- Support staff

Topics:

- *The challenge of change management*
- *Frameworks for managing change*
- *Planning a successful change strategy*
- *Creating and implementing your communication plan*
- *Dealing with resistance*
- *Winning people over to the change program*
- *Case studies*
- *Building a culture supportive of change*

Additional Information:

This program includes “The Change Style Indicator”.

Negotiation Skills

Overview:

We negotiate all the time. Whether it's with people in our workplace, clients, suppliers, sales people, family members or others, it really pays to understand the essential skills of negotiation. It can make the difference between a successful life and a life of accepting second-best.

This program presents a framework for understanding what negotiation is and how you can position yourself in a negotiation process to achieve great outcomes. It covers foundational elements of negotiation, a framework for understanding the tasks involved in a negotiation process and, most crucially, the keys to working with people in often challenging circumstances. The focus is towards managing yourself and the other party in a constructive manner to achieve the best outcomes possible for everyone.

Duration: 3 Days

Target Audience:

- Relevant for all staff members

Topics:

- *Understanding the negotiation process*
- *Fundamental concepts: Distributed vs Integrated Negotiation; BATNA; WATNA; ZOPA; Anchor Points; Negotiation Tactics; Exploring Interests*
- *Collaborative vs Combative Negotiations*
- *Setting up the negotiation process*
- *Managing the negotiation process*
- *Getting to No*
- *Dealing with conflict and other challenges*
- *Achieving win-win outcomes*

Additional Information:

This program includes the following:

- Numerous negotiation simulations
- The opportunity to self-assess via the Negotiation Profile
- A comprehensive negotiation workbook

Communicating with Influence

Overview:

Being a good communicator is essential to success in business today. The real challenge is, however, to master the art of influencing as a communicator, whereby you are truly heard and your audience's position or view is shifted because of what you have to say.

In this program, the elements of influential communication are explored in detail providing you with a clear understanding of how you can maximise your communication opportunity. Practical exercises reinforce learning.

Duration: 2 Days

Target Audience:

- Relevant for all staff members

Topics:

- *Foundational principles for influential communication*
- *The five principles and practices for achieving connection with others*
- *Flexing your communication style for maximum influence*
- *Using language to best effect – verbal and body*
- *Being influential in different forms of communication*
- *Staying authentic*

Additional Information:

This program includes the opportunity to measure your influence with either of the following psychometric instruments:

- Self-scored Personal Influence Indicator
- 360 Degree Personal Influence Indicator

Internal Consulting Skills

Overview:

This program is aimed at staff who have clients within the organisation; for example, finance, I.T., legal, HR, supply, advisors and other specialist functions. The focus is towards both the process of internal consulting and the need to positively influence others in that process. As such, it provides a comprehensive framework for managing the internal consulting process, understanding and addressing requirements, building effective relationships, resolving conflict and delivering effective solutions (verbal and written).

Duration: 2 Days

Target Audience:

- Relevant for all staff members

Topics:

- *An introduction to internal consulting*
- *Building strong professional relationships*
- *Initiating a consulting assignment*
- *Exploring the need*
- *Clarifying the assignment*
- *Gathering the facts*
- *Analysing options*
- *Identifying solutions*
- *Working with your clients and stakeholders*
- *Resolving conflict*
- *Delivering recommendations*
- *Concluding the assignment*

Additional Information:

- Participants may undertake one of the following psychometric instruments to support their development:
 - The Self-scored Internal Consultant Profile
 - The 360 Degree Internal Consultant Profile
- Participants are also given a comprehensive workbook as a reference for concepts covered.

Presenting with Impact

Overview:

It's one thing to stand in front of an audience and give a presentation; it's an entirely different thing to present in a way that has real impact and leaves a lasting, positive impression on the audience.

In this practical workshop, we look at your objectives for making a presentation and show you exactly what you need to do to achieve those objectives. We look at the critical elements in planning, building and delivering a great presentation, and ensuring you don't fall victim to the many traps that can so easily ruin a presentation. Most importantly, through carefully scripted video and other exercises, supported by coaching, we build your skills so that you will leave the workshop with a clear sense of confidence for managing your next presentation.

Duration: 2 Days

Target Audience:

- Relevant for all staff members

Topics:

- *The elements of a great presentation*
- *Constructing an engaging presentation*
- *Making the presenting environment work for you*
- *Fine tuning and practising*
- *Managing anxiety*
- *Delivering a great presentation*
- *Creating emotional connection that counts*
- *Dealing with questions*
- *Building ongoing capability*

Additional Information:

This program contains video-based coaching in presentation skills

Achieving Peak Performance

Overview:

This program has been designed for everyone who aspires to be the best they can be. It presents a framework for understanding how you can be at your best for longer periods and how you can multiply your effectiveness at the same time. It covers a range of crucial topics, including resilience and engagement, and contains a wealth of tips on how to achieve your goals at work and in life more generally.

Participants are provided with a comprehensive personal profile to support their journey to peak performance.

Duration: 2 Days

Target Audience:

- Relevant for all staff members

Topics:

- *The power and potential of peak performance*
- *The reality check*
- *Building a sense of engagement*
- *Strengthening resilience*
- *Building effective relationships*
- *Achieving great performance*
- *Managing priorities*
- *Dealing with challenges*
- *Maintaining focus*

Additional Information:

This program includes the following:

- Peak Performance Profile
- Strengths Profile

Building Resilience

Overview:

In today's business world, we are seeing more change, more complexity and more ambiguity than ever before. Stakeholders and management continue to demand more. Technology promotes a 24x7 scenario so potentially you can remain connected to your work at all times. How can you manage yourself in such a world and continue to give your best over the long haul?

“Building Resilience” is a practical workshop which gives you a real sense of being in charge of your life rather than constantly running to the demands of others. Most importantly, it helps you to understand just what it is that you need to do to achieve the success you wish for yourself, your family and your employer.

Duration: 1 Day

Target Audience:

- Relevant for all staff members

Topics:

- *The critical factors for achieving and maintaining resilience*
- *Being clear on the current reality and preferred future*
- *Understanding the notion of control*
- *Creating sources of personal energy*
- *The power of perspective*
- *Maintaining effective focus*

Additional Information:

This program includes the following psychometric instrument and report:

- The Resilience Indicator

Creating a Great Team

Overview:

This program covers all the essential elements of building and maintaining a great team. It's a practical workshop with plenty of energising elements to reinforce concepts and build a strong sense of confidence for achieving team success.

If all teams undertook this workshop, 90% of the problems typically observed in teams would be avoided! It's a winning formula for getting the best from your team members, keeping the team on track and achieving the best outcomes possible.

Duration: 2 Days

Target Audience:

- Group Managers
- Team leaders / Team members
- Specialist staff
- Support staff

Topics:

- *Clarifying team goals*
- *Clarifying team roles*
- *Strategies for building a great team from day one*
- *Creating a charter for team success*
- *Building commitment and enthusiasm*
- *Dealing with problems*
- *Maintaining momentum*

Additional Information:

This program includes the TMS Team Management Profile.

The Five Critical Functions of a Team

Overview:

Does your team have a clear focus on what's really required for effective functioning? Are all members on board with this or is it clear at times that not everyone is pulling in the same direction? In this program you will master the elements of successful team play and in particular understand exactly what you need to do to move from your current position and attain the success outcomes you are after.

Duration: 2 Days

Target Audience:

- Board Directors / CEOs
- Executive / General Management
- Group Managers
- Team leaders / Team members
- Specialist staff
- Support staff

Topics:

- *Reality Check*
- *Building trust*
- *Mastering conflict*
- *Achieving commitment*
- *Embracing accountability*
- *Focusing on results*
- *Moving forward*

Additional Information:

This program includes the following:

- An online Team Assessment Profile identifying how your team is currently placed against the five critical functions and what you need to do to move forward

The High Performing Team

Overview:

What is really required to achieve a state of high performance as a team? This program goes beyond the basics of effective team play and challenges participants to rise to a level where there are no hidden agendas, no-one is a passenger and everyone's voice is truly heard. It confronts the difference between the ordinary and the extraordinary.

If your team is in a situation where it needs to rise to the next level and beyond, this is the program for you.

Duration: 2 Days

Target Audience:

- Board Directors / CEOs
- Executive / General Management
- Group Managers
- More experienced team leaders / team members

Topics:

- *Review of the essential requirements for great teams*
- *Using preference frameworks to build better team play*
- *Case study*
- *Simulated team experience*
- *Building powerful team conversations*
- *Action planning*

Additional Information:

This program includes the following:

- Psychometric tool applied to team situation
- Experiential team experience

Strategic Team Development

Overview:

This program is designed for teams undertaking a strategic review of their current situation, setting or re-setting goals and building their roadmap for success. It's a great program for involving every member in the agenda-setting process and building an understanding of what's required by each person, and the team itself, to achieve success. Frank conversations are encouraged!

The outcome of the program is simple: everyone is put on the same page with unity of focus, clear ground rules and effective strategies for managing the road ahead. Beyond the program, great results are achieved!

Duration: 2 Days

Target Audience:

- General / Group Managers
- Intact teams: leaders / members

Topics:

- *Eight key questions every team should address*
- *The current situation*
- *Understanding the strategic direction*
- *Gaining clarity on what's required*
- *Managing stakeholders and their expectations*
- *Setting the forward plan in motion; checkpoints for success*

Additional Information:

This program includes the TMS Strategic Team Development Profile

Coaching and Mentoring

Overview:

Being able to effectively coach and mentor others is a critical capability for leaders in today's business world. It enables you to bring out the best in people – and everyone wins when that happens! Coaching and mentoring are not, however, just the province of leaders; anyone can become highly effective with these tools.

In this program, you learn the fundamental difference between coaching and mentoring, and how to apply each to achieve great outcomes for the individuals or groups concerned. The workshop is practical in orientation so you get to master the skills through a variety of effective exercises as the day progresses. You will leave with a clear strategy for how to coach and mentor with great effect.

Duration: 1 Day

Target Audience:

- Board Directors / CEOs
- Executive / General Management
- Group Managers
- Team leaders / Team members
- Specialist staff
- Support staff

Topics:

- *Coaching and mentoring fundamentals*
- *Coaching for skills development*
- *Coaching for performance*
- *Coaching for career development*
- *Coaching for high potentials*
- *Team-based coaching*
- *Situational mentoring*
- *Critical success factors for coaching and mentoring*
- *Creating the coaching / mentoring partnership*

Additional Information:

This program includes coaching simulations.