The **Key Principles** That Drive The Program Are:

✓ By developing the effective skills and leadership behaviours as a leader/supervisor/team leader, the organisation has set them up for success and high performance

✓ By fully immersing learners in the experience - it engages more of the brains ability to focus and consciouly build new skills

✓ Reflection and the creation of implementation plans increases the likelihood of immediate and sustainable application back in the workplace

The sequence of topics builds over the few days and
✓ increases the cognitive and practical experiences of the leaders

Can be customisable to suit organisational needs

The **Real World Results** Emerging Leaders program consists of attendance at Workshops, reflection on leadership experiences, and the practical application of knowledge and tools back on the job. It has been specifically designed to provide stretch opportunities for leaders experiencing their first leadership role. The topics are highly practical and with planning can be applied immediately into the workplace.

GET IN TOUCH

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THE EMERGING LEADER PROGRAM WILL PROVIDE LEADERS WITH THE SKILLS TO SUPPORT, ENGAGE AND MOTIVATE THEIR TEAM TO DELIVER GREAT PERFORMANCE.

SEE WEBSITE FOR MORE DETAILS :
www.realworldresults.com.au

REAL WORLD RESULTS
Developing Leaders to Achieve Real World Results

EMERGING LEADERS
PROGRAM

The Emerging Leader Program will provide leaders with the skills to support, engage and motivate their team to deliver great performance.

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EMERGING LEADERS
PROGRAM

SELF
DURATION - 2 DAYS

MANAGING SELF
- What are your drivers - why do you want to be the best version of a leader?
- Developing your Leadership Brand
- Understanding our own emotional triggers
- Johari Window - Understanding Self
- The Leader Mindset

POWER SKILLS
- Listening and asking Questions
- Developing your Leadership Brand
- Assertiveness

POSITIVE PSYCHOLOGY
- Introduction to Strengths and how to leverage Strengths in your teams
- Introduction to Emotional Intelligence and why it's a critical skill for leaders

CONVERSATION TYPES
- Feedback
- Performance
- Disciplinary
- Accurate Role Perception

SITUATIONAL CONVERSATIONS
- Adapting leadership style to what the team member needs as their skill level

TAKING CHARGE OF OWN LEADERSHIP DEVELOPMENT
- Strategies to continue professional leadership development

TEAM
DURATION - 2 DAYS

SOCIAL STYLES
- Understanding own personal communication style
- Demonstrate the ability to adapt own communication

COACHING SKILLS
- Coaching for Leaders
- Improve team performance by coaching
- Utilising the High Performance Model to diagnose team

BUILDING THE 4 CAPABILITIES OF EMOTIONAL INTELLIGENCE
- Self Awareness
- Self Regulation
- Social Awareness
- Relationship Management

GIVING AND RECEIVING FEEDBACK
- Feedback critical for high performance
- Why we don't give feedback
- How to ask for and receive feedback
- A feedback Model
- Practice giving feedback
- Plan a feedback discussion to be delivered within the next 5 working days

ORGANISATION
DURATION - 2 DAYS

DEVELOPING YOUR TEAM
- Building Talent and Succession Plans
- Tuckman model - stages of team development
- Coaching Skills Practice
- Influencing skills
- Building resilience in others
- My biggest challenges - Peer Panel coaching

CHANGE
- Change Models
- Managing reactions to change
- Leading teams through change

STAKEHOLDER ANALYSIS
- Building your organisational influence
- Elements of Trusted Advisor

CHALLENGING CONVERSATIONS
- Developing a strategy & Building skills to conduct challenging conversations

Each workshop has an application planning session at the end of each day - The next 2 Day session then has a reflection and check - in on progress against plans