



Executive Leadership Development Program

Begins August 2017

4 Month Program – 6 Modules
4 x Full Day Group Coaching Workshops
6 x One-on-One Individual Coaching Sessions

**Guaranteed and Measurable Leadership Growth,
In Real time!**

Executive Leadership Development Program

August to November 2017

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“Executive Leadership Development Program”

For High Potential Executives

August to November 2017

Gwyder Consulting Group offers an Executive Leadership Development Program in a “Multi-Organisation” format. This executive coaching program is unique as:

- The coaching program is a real time on the job process that is highly effective and time efficient, and
- It guarantees measurable results for executive leaders and the organizations they work for, and
- Utilises Marshall Goldsmith Stakeholder Centred Coaching processes.

The whole program is focused on behavioural change to enhance leadership effectiveness.

"The major challenge faced by executives today is, not understanding the practice of leadership, it is practicing their understanding of leadership". Dr. Marshall Goldsmith.

To ensure an even greater depth of learning and experience, we have developed the concept of “Multi-Organisation” group programs, which bring together high potential executives from different organisations to participate in the Executive Leadership Development Program process. This environment exposes program participants to a broader range of views and experiences, an understanding of leadership issues and opportunities in organisations other than their own, and a pool of executives from different industries with whom to network. In summary, the Multi-Organisation Executive Leadership Development Program process can be described as follows:

Format: Based on a proven approach emphasising the 70:20:10 adult learning framework. Participants experience a combination of one-on-one individual coaching on role related growth opportunities, triangular meetings with boss or key sponsor, and intensive group coaching education sessions on the drivers of leadership effectiveness. The focus is on ‘know thy self’ and closing the gap between the ‘ideal’ and ‘actual’ behaviour. A detailed needs-analysis is conducted for every participant prior to the commencement of group sessions, to establish leadership growth areas.

Content: A summary of possible course content is provided; however, every Executive Leadership Development Program is tailored to suit the needs of the participants in that group (summary of each program module appended) – each participant will receive support material and supplementary reading as part of the process.

Target Audience: High potential, emerging executives, and talented senior managers - with 5 years in a leadership role, managing a team of 5 - 10 and ready to move to the next level.

Number of Participants: A maximum of fourteen (14) per group to enhance interaction and participation.

Format: Executive Leadership Development Program

- 1. My Ideal Self – Who do I want to be?**
 - **Individual analysis of needs** completed for each participant in preparation for the commencement of the program – input from line manager, program sponsor and/or relevant peers encouraged.
 - Following analysis of needs, participants develop three **Initial Development Priorities** for the program which is circulated to their line manager and the coach
 - This represents the development needs to be addressed and a commitment from both participant and coach to be accountable for the achievement of these objectives

- 2. My Real Self – Who am I?**
 - Participants will complete a 360° survey (**Human Synergistics, Life Styles Inventory LSI 1 & 2**) to discover more about 'self' (their 'current' leadership thinking) and the others perceptions of strengths and roadblocks.
 - i. My Strengths** – where my 'ideal' and 'real' self overlap.
 - ii. My Gaps** – where my 'ideal' and 'real' self differ.

- 3. My Learning Agenda – Building on my Strengths, while reducing my Gaps**
 - **Four Group Coaching sessions** are conducted over 4 months to ensure follow-up actions have time to be implemented in the field.
 - **Six Modules** have been developed to address core areas of leadership competency and which are structured flexibly to ensure appropriate emphasis on areas of greatest participant need.
 - Each module incorporates **pre-reading and work-based assignments** which must be completed prior to attending group coaching sessions, and which are reviewed openly in these sessions.
 - **Full-day, highly interactive group sessions** are ideal for ensuring maximum leverage of time and participant attention span, and minimum disruption to normal business operations.

- 4. Experimenting with new behaviour, thoughts and feelings**
 - **Self Management of Personal Development regarding 'Initial Development Priorities.** Specific “on the job” follow-up actions.
 - **Individual coaching sessions** between group sessions for specifically tailored support for participants and maximum focus on implementation on the job.

- 5. Developing Trusting Relationships that help, support and encourage each step in the process**
 - **Closure Report** incorporating “**What Does Success Look Like?**” (The Plan for the next 12 Months) presented to line manager and coach (the report evaluating self perceived “participant success” and economic benefits).

Format: Executive Leadership Development Program

Continued...

6. Performance Guarantee and Service Warranty

We offer our clients a Performance Guarantee that allows for a full or partial refund (client decides) of any professional fees, should they feel that we have not used our reasonable endeavours to add value to their business or deliver the assignment as agreed.

We also offer a Service Warranty that allows up to 12 months of telephone support from the conclusion of an assignment on any matter related to it - at no additional cost.

Benefits of Multi-Organisation - Executive Leadership Development Program

- **A far greater proportion of new learning will actually be put into practice** in the workplace in a sustained way due to the 'role based' nature of the program and its emphasis on practical implementation.
- **Content that is relevant** to the organisation's/participant's environment will be included in the program due to the in-depth needs analysis conducted prior to every program.
- Program participants will not be pulled out of the workplace for lengthy periods. The "group coaching", "individual coaching meetings", and "peer support" structure of the program, ensures that the **everyday work environment is the real classroom**.
- Participants will have the opportunity to learn from the experiences and challenges faced by **participants from different industries** and organisations
- **Participants can build their networks** through the relationships developed with participants from different organisations, with ongoing peer support sessions encouraged and supported by Gwyder Consulting Group even when the program is completed.
- Participants will develop a **common leadership language**, which will enable them to support each other in a "peer support" manner – a legacy that we seek to leave after the formal part of any program is completed.

Outcomes

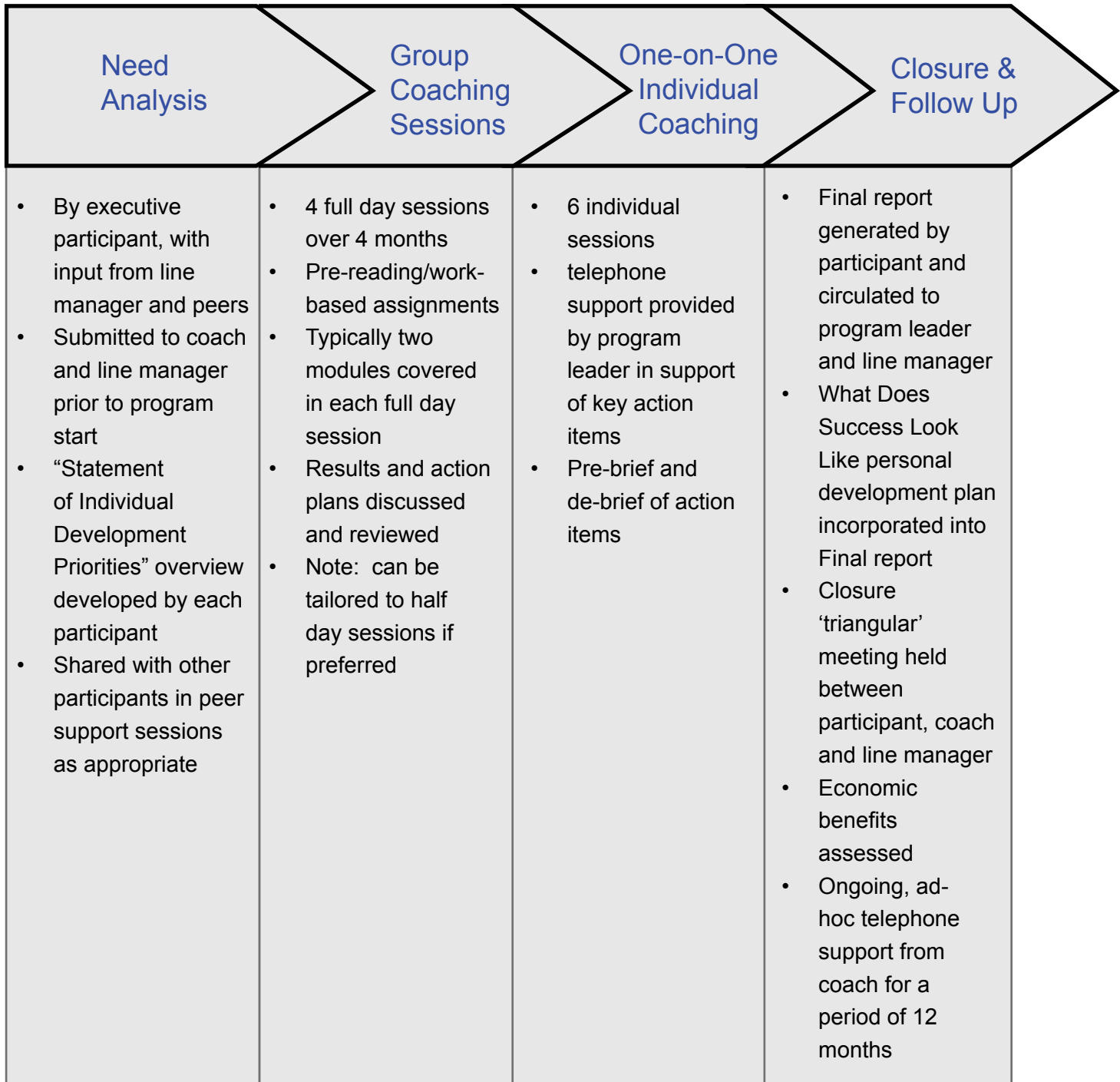


Depending upon the development priorities we address in this program, outcomes may likely include:

- the further development of your managers as high performance individuals
- achieving better results with those over whom your team members have no direct control, e.g. senior people within and outside the organisation
- achieving superior results with peers within and outside organisation
- achieving superior results with direct and indirect reports, in the context of leading and managing them forwards
- maximising energy and motivation for self and others
- maximising the confidence of others, for them to feel they can act to excel in their roles, through your team members behaving in a reliable and values-based manner.

A typical Multi-Organisation Leadership Development Program process:

The following diagram provides a visual summary of the key deliverables throughout the Leadership Development Program.



Executive Leadership Development Program Modules

The following summary is provided purely as an example of the type of content Gwyder Consulting Group is capable of providing in each module of the Leadership Development Program. During the program design phase of any assignment, we ensure every module is tailored to take advantage of the organisation's own leadership processes and competencies and each participant's specific needs.

Summary of each module:

- **Module 1: Executive Leadership Effectiveness**
Overview of the whole program led by an in-depth review of the differences between management and leadership (and when to emphasize each), the benefits and challenges of different types and sizes of organisations, the public and private sector environment and its impact on executives, emotional intelligence and “360° leadership
- **Module 2: Influence, Power and Networking**
Influencing and negotiating – attaining superior results through individuals over whom one has no direct control, yet whose decisions impact strongly on the ongoing performance and development of the organisation (eg one's CEO, line manager, Ministerial office, and external contacts, such as key stakeholders, suppliers and the community)
- **Module 3: Superior Team Performance**
Synergising – attaining superior results with individuals over whom one has little control, one's peers, with whom close interface leads to better decisions for the total organisation, rather than just operating in one's own particular functional silo
- **Module 4: Crucial Conversations**
Enabling – attaining superior results with individuals for whom one is responsible, by managing, leading and coaching one's direct reports forward and attaining superior results with and through them
- **Module 5: Self Awareness and Management**
Energising – attaining superior results oneself by optimising one's motivational alignment with the organisation and applying the necessary principles and practices for this, in dealings with other individuals, to create a strongly motivational environment for one and all
- **Module 6: Driving Superior Results**
Trusting – attaining superior results through direct reports and other individuals believing in the reliability of the organisation through the consistency of its leaders – ‘walking the talk’ through living the vision and continuously upholding fundamental values of the organisation – and thereby giving direct reports and other individuals the confidence to excel in their roles

Investment

The fully inclusive Program Investment over five months is \$6,500 (plus GST) per participant

Each of the participants will receive:

- The investment is inclusive of our recommended materials such as 360° survey, **books**, templates, handouts, soft copy assignments, and needs driven additional materials
- A “triangular” **development needs-analysis**
- **Human Synergetics’ Life Styles Inventory 360° Survey – LSI 1 & 2** ‘self-development’ profile of ‘self’ and feedback from ‘others’
- 4 sets of **pre-reading**/mini work-based assignments
- 4 full day **group coaching sessions**
- 4 one and half hour **individual coaching sessions**
- A **closure “triangular” meeting** to assess progress and ongoing development priorities

Gwyder Consulting Group Service Warranty

- Participants will have the ability to call their coach for support for a period of 12 months from the completion of the formal program to ensure that learning is sustained and practically applied in the workplace for the long term.
- As participants put into practice the strategies they develop during the program, the impact of these strategies can be immediately observed and measured. ROI of 20-50 times are frequently measured by our clients.
- Should you feel that you have not received an adequate ROI from your investment in the Executive Leadership Development Program process, you are entitled to a full or partial refund (you decide) of our professional fees for the assignment – we are completely committed to a successful outcome for your organisation from this process!

Executive Leadership Development Program

Schedule August to November 2017

Date	Session	Time	Location
Thursday; 3th August	Needs Analysis Meeting - Participant and Coach	8.30am – 4.30pm	Company Offices
Thursday; 10th August	Triangular Needs Analysis Meeting Participant, Manager and Coach	8.30am – 4.30pm	Company Offices
Thursday; 24th August	Coaching – & Module #3 Module #1 - Exec Leadership Effectiveness Module #3 - Synergising	First appt. from 8.30am	Host Invitation
Thursday; 31st August	Individual Coaching – 60 - 90 minutes	First appt. from 8.30am	TBA
Thursday; 7th Sept	Group Coaching Module #2 - Influencing & Negotiating	8.30am – 4.30pm	Host Invitation
Thursday; 14th Sept	Individual Coaching – 60 - 90 minute times	First appt. from 8.30am	TBA
Thursday; 21st Sept	Individual Coaching – 60 - 90 minute times	First appt. from 8.30am	TBA
Thursday; 12th Oct	Group Coaching Module #4 - Enabling Module #5 - Energising	8.30am – 4.30pm	Host Invitation
Thursday; 19th Oct	Individual Coaching – 60 - 90 minute times	First appt. from 8.30am	TBA
Thursday; 26th Oct	Individual Coaching – 60 - 90 minute times	First appt. from 8.30am	TBA
Thursday; 9th November	Group Coaching Module #6- Trusting	8.30am – 4.30pm	Host Invitation
Thursday; 16th November	Individual Coaching – 60 - 90 minute times	First appt. from 8.30am	TBA
Thurs & Friday; 30th November & 7th December	Closure meetings – Participant, Manager and Coach	First appt. from 8.30am	Company Offices

Application form/Registration of interest

[Click here to download the ELDP Application form](#)

To obtain a detailed format, content and schedule for the next ELDP contact Kerry on 0419 475 089 or Email: kerry@gwyder.com.au