



# LEADERSHIP DEVELOPMENT

*“All leaders have the potential to impact on the lives of the people they work with. Leaders who lack the skills required to engage, motivate and manage their people can be risky business for organisations”* – Tina Radford

## LEADERSHIP DEVELOPMENT WORKSHOPS

All workshops can be delivered in-house and offered in a variety of formats, with your preferred presenter:

- **Managing Workplace Change**
- **Situational Leadership**
- **SISI - See It and Say It**
- **Performance Management**
- **Building Your Team Culture**
- **Values, Vision, Behaviour & Action**
- **The Coaching Style of Leadership**
- **Developing Resilience in Leadership**
- **Interviewing and Questioning Techniques**
- **Managing Personalities at Work**
- **The Do's and Don'ts for New Leaders**

## LEADERSHIP ASSESSMENT

The best proven method to gain real-time and reliable insight into a leader's style and preferences is through a combination of personality profiling and 360-degree feedback.

Assessing leaders in the recruitment process in areas of emotional intelligence and resilience can be one of the best ways to predict on the job success of a leader.

The feedback provided in the debrief process with a consultant, helps the leader to develop a greater self-awareness of their 'style' and consider the potential impact that their style may have on their people and performance.

## 360 FEEDBACK FOR LEADERS

The 360-feedback process for leaders is designed to collect information in an anonymous way from key stakeholders including direct reports, peers, the direct manager and the option of including self-assessment as well. The 360-feedback report presents both quantitative and qualitative feedback, which highlights the leader's strengths and opportunities for development.

360 feedback package features include:

- **The 360 questionnaire can be customised to incorporate your values and leadership competencies; or**
- **Select from one of our recommended 360 questionnaires**
- **Drafting internal communications**
- **Advice regarding rating scales**



LEADERSHIP  
DEVELOPMENT  
WORKSHOPS



LEADERSHIP  
ASSESSMENT



360 FEEDBACK  
FOR LEADERS



LEADERSHIP  
COACHING

Our point of difference is in 'how' we debrief the 360-degree results.

We are sensitive to the reality that the 360-degree feedback hits both the head and the heart at the same time.

We endeavour to deliver the feedback in a way that encourages the leader to 'look in the mirror' and reflect on the effectiveness of their style, and to consider the possibilities of modifying some aspects of their behaviour in order to achieve better personal or business outcomes.

## LEADERSHIP COACHING

1-1 Coaching is an effective way to develop and improve the performance of leaders. Coaching is about creating positive behavioural changes that enhance an individual's performance.

One on one leadership coaching helps leaders to reach their full potential in a safe and supportive environment.

We have a small team of very experienced and skilled leadership coaches who are driven to make a positive difference in the lives of leaders and their teams.