

Program Outline:

Executive Leadership Development Program

Delivery Format

Live online or live in-person.

Who Should Attend

Middle to Senior Management with potential to move into Senior Executive roles.

Duration

8 to 12 months.

Program Aim

- To develop the leadership competencies of Senior Management
- Empower them with the mind-set, strategies, skills and confidence to be effective leaders of the organisation and prepare them to take on senior leadership roles
- Ability to lead change, be effective role models who exemplify the characteristics of leadership
- To inspire and energise the cohort
- To allow participants to strengthen relationships with and share valuable experiences with their peers

Benefits to the Organisation

This program is designed to deliver the following benefits to the organisation:

- Supports succession planning and provides greater certainty of sustaining and growing the high performance of the organisation
- Tangible results from the efforts of the cohort in taking on specific projects that allow them to exercise their leadership skills and learning's
- Improved morale of cohort that translates to higher performance from their respective teams

Elements of the Program to Facilitate Effective Behavioural Change

Leadership is a set of coachable attributes, behaviours and habits. Our experience developing leaders in 10 different countries over the past decade informs us that effective behavioural transformation incorporates the 70-20-10 model of learning:

- Interactive and highly experiential learning in a conducive environment incorporating presentations, group discussion, self-reflection exercises, videos, anecdotes, goal setting, relevant energisers and team building activities and action planning
- Learning from experts, peers, videos, self-reflection, 360 feedback and active role plays
- Effective 1-on-1 coaching

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- Group projects to put into practice what they've learned and deliver tangible ROI for the organisation

Program Structure

The program comprises the following which can be tailored to meet your organisation's specific context and needs:

- An induction session run over video-conference to welcome participants and assist them with pre-work required before the first Module
- Pre and post program 360 Leadership Assessment – our preferred tool for this is the **Emotional Capital Report (ECR) 360**
- 4 two-day modules covering 12 topics. Each module will cover leadership competencies matching either the Australian Public Sector Levels 7 and 8 Leadership Capability Profiles or tailored to your organisation's specific leadership development competency framework. Participants will receive a workbook with workshop content, activities and post-workshop assignments.
- Six 1-on-1 coaching sessions for each participant
- Pre/post reading of relevant texts
- Project teams comprising 4 to 5 participants will be assembled and mentored by one of your organisation's Senior Executive to address a specific workplace challenge
- Two short presentations on "Leadership and Best Practice" by Guest Speakers either from within or external to your organisation's senior leadership team

Sample program customised to meet Australian Public Sector Levels 7 and 8 Leadership Capability Profiles

Four Learning Modules, each a 2-day face-to-face workshop, will be facilitated over a period of 7 months with a break of 5 to 6 weeks between each module.

Module	Themes
1	Leadership in the 21 st Century – Understanding and Developing your Signature Strengths as a Leader
2	Strategic Leadership and Building High Performance Culture
3	Leading Change, Effective Stakeholder Influence and Creating a Growth-Oriented Culture
4	Creating Leaders and Managing your Career

Delivery Strategy

Each workshop is structured as a 2-day interactive workshop featuring case studies, discussion, break out rooms, group activities, audio-visual presentations, role plays and anecdotes.

Formal Certification

At the completion of this program, the participant will be eligible to receive a Certificate of Participation from EQ Strategist.