

Does your organisation have the

LEADERS and **LEADERSHIP** needed?



Research-based | Experience-tested | Validated

PROGRAMMES AVAILABLE

LEADERSHIP EFFECTIVENESS & DEVELOPMENT PROGRAMME

TOOLS & CONCEPTS



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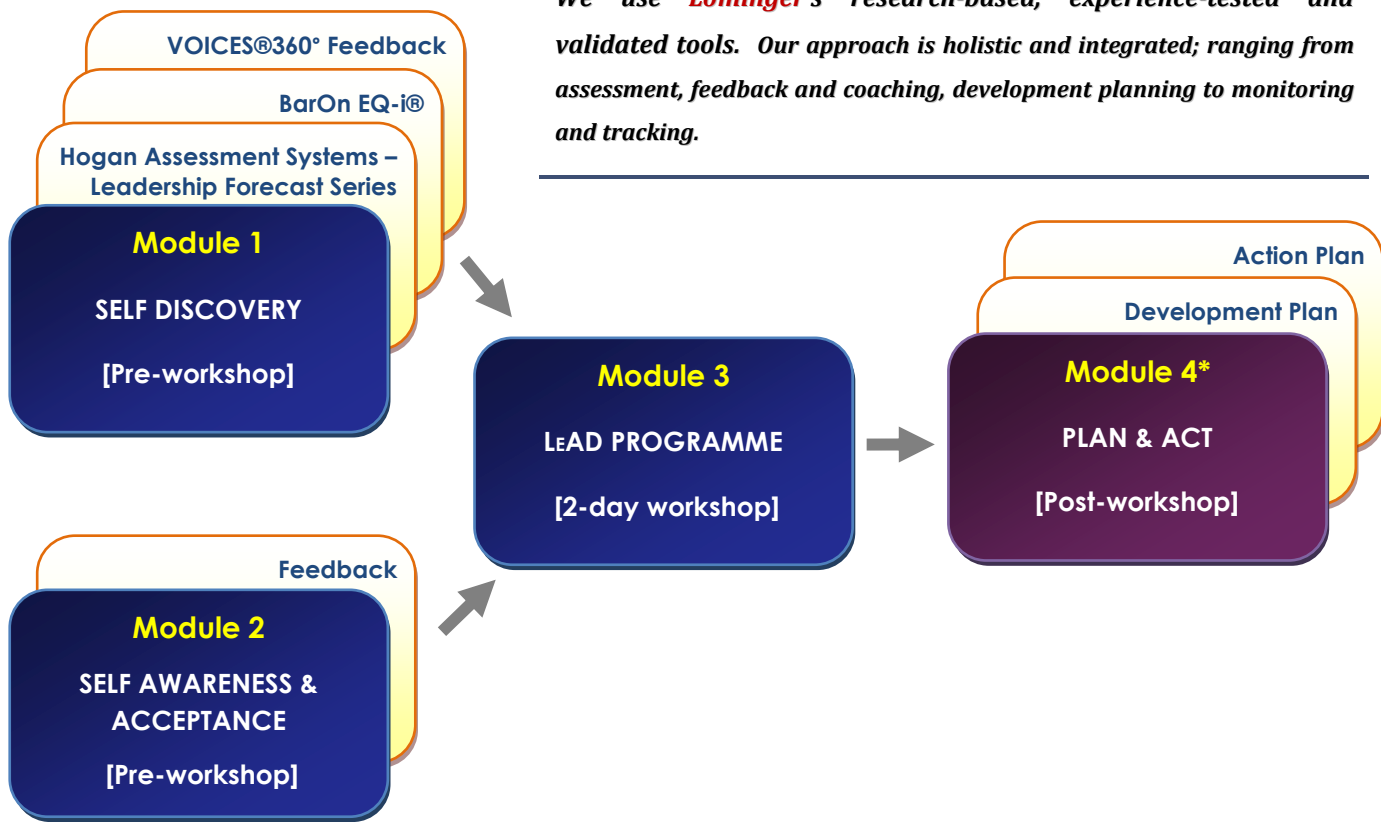
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LEADERSHIP EFFECTIVENESS & DEVELOPMENT (LEAD) SERIES

- For Development of Leaders and Leadership

OUR APPROACH



We use **Lominger's** research-based, experience-tested and validated tools. Our approach is holistic and integrated; ranging from assessment, feedback and coaching, development planning to monitoring and tracking.

PROGRAMME AT-A-GLANCE

MODULE 1	SELF DISCOVERY
APPROACH:	Multi-rater and/or self assessment. One or a combination of tools can be used
TOOLS:	VOICES® 360° Feedback survey, Hogan Assessment Systems (predicts performance, derailers and motivation) and BarOn EQ-i® (EQ assessment)
MODULE 2	SELF AWARENESS AND ACCEPTANCE
APPROACH:	One-on-one 1-2 hour(s) feedback based on reports
MODULE 3	LEAD PROGRAMME
APPROACH:	2-day workshop on leaders and leadership
MODULE 4 *	PLAN & ACT
APPROACH:	One-on-one 1-hour coaching for drafting of individual action and development plan
TOOLS:	FYI for Your Improvement 4 th Edition Book, Broadband Talent Management: Paths to Improvement, Hogan Development Tips

***Optional**

Additional training modules can be combined to ensure comprehensive leadership development.

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Recommended workshop format for target audience of varying levels:

	New Managers	HiPo Managers	HiPo Senior Managers
1. Leaders and Leadership	✓	✓	✓
2. Hi-Performing Leader's Silver Bullet: Learning Agility	✓	✓	✓
3. Fatal Flaws For Derailed Leaders		✓	✓
4. Leading a High-Performing Team	✓	✓	✓
5. Leading the 4 Generations in the Workforce		✓	✓
6. Leading In an Environment of Change			✓
7. Leading Across, Leading Without Authority			✓
8. Feedback, Mentoring, Counselling and Coaching Skills	✓	✓	✓
9. Emotional Intelligence and Your Success	✓	✓	✓
10. Personal Profile Portrait (P ³)	✓	✓	✓
11. Strategies For Development	✓	✓	✓
12. From Awareness to Action	✓	✓	✓

New Managers: Aspiring managers access to research-based contents & assessment tools to prepare for a successful entry into a leadership position.

HiPo Managers: Managers make strategic development plans to accelerate their performance, based on self-discovery, gained from researched-based contents and assessment tools.

HiPo Senior Managers: Deliberated self-tracking & taking calculated steps, backed by researched-based

WORKSHOP CONTENT