

ADVANCE

— LEADERSHIP PROGRAM —



The ADVANCE Leadership Development Program is a pathway designed for middle & senior leaders looking to navigate and lead their teams differently and impact their organisations more powerfully. It's also expected that they are currently directly leading teams or are in a position where they are required to influence at a senior level in their organisation across peers and senior stakeholders.



Why ADVANCE?

The demands on leaders are greater and more diverse than ever. The ability to work with teams, stakeholders and peers is more challenging, the pace of delivery is faster and the expectations are that individuals can effectively lead themselves under such pressures as well as those they lead.

The program is all about developing the right mindset, skillsets and building a toolkit to be better equipped to lead self, lead others and the organisation in new and more effective ways. It is a program that is not for the faint-hearted as it asks the individual to examine themselves as leaders and challenge some of their practices so they can achieve more cut-through with their teams, more impact with their peers and stakeholders and in turn increase their own job satisfaction and passion for exercising leadership.

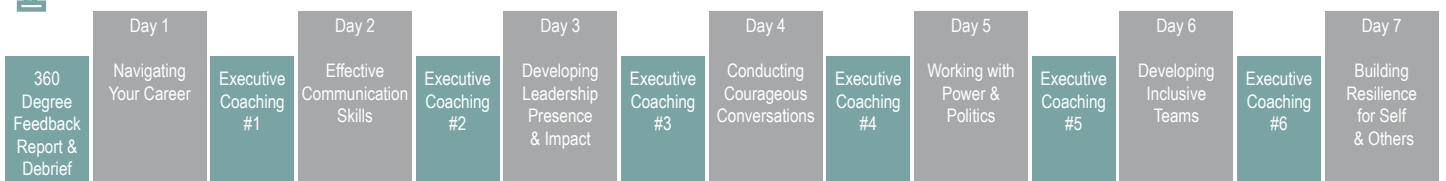


Who is the program for?

Leaders or managers who want to increase their effectiveness and the results and experience of the teams they lead. It is also suitable for individuals who are not in formal leadership roles but who are seen as important influencers of others in the organisation. If you are a leader who wants to navigate their role better, lead others more effectively and influence others whilst developing a long, fulfilling and rewarding career as a leader, this program is for you.



Program Outline



Learning Outcomes

360 DEGREE FEEDBACK & DEBRIEF

Designed to help you increase your awareness, identify strengths and determine targeted performance development areas to focus on throughout the program.

Day 2

EFFECTIVE COMMUNICATION SKILLS & WORKING WITH DIFFERENCE

- Learn how to identify different communication preferences and styles of others to flex effectively;
- Utilise a variety of action stances in group settings to facilitate effective meetings by "Reading the Room".
- Practice using the Conversational Dashboard™ approaches and techniques for group discussions.

Day 4

CONDUCTING COURAGEOUS CONVERSATIONS

- Examine the key elements of preparation and execution for effective courageous conversations;
- Work more effectively with intrinsic motivators;
- Prepare and practice for a courageous conversation;
- Learn techniques to self-regulate in high stakes conversations.

Day 6

DEVELOPING INCLUSIVE TEAMS

- Define what are the traits, behaviours and competencies of an inclusive leader;
- Identify the common obstacles to inclusion;
- Discuss and practice how to be a more inclusive communicator;
- Develop a strategy for building trust, open communication and leveraging difference in your own team to be an advocate for inclusion.

Day 1

NAVIGATING YOUR CAREER PATH

- Discuss common career inhibitors and accelerators
- Identify your networks for satisfaction and success including mentors and sponsors
- Articulate your career purpose, passions and interests
- Identify other practical tips and strategies to navigate your career path.

Day 3

DEVELOPING LEADERSHIP PRESENCE & IMPACT

- Define what is 'leadership presence';
- Discuss some of the obstacles to leadership presence and how to navigate them;
- Identify and practice techniques for mindful and authentic leadership;
- Give and receive Feedforward™ on your leadership presence and impact.

Day 5

WORKING WITH POWER & POLITICS

- Define the terms politics & power;
- Map your political terrain and conduct a deep stakeholder analysis;
- Discuss and practice utilising 11 key influencing strategies;
- Utilise the principles of Adaptive Leadership using 'Case in Point' scenarios and process.

Day 7

BUILDING RESILIENCE FOR SELF & OTHERS

- Discuss the characteristics of resilient people;
- Identify ways to develop resilience reactively and proactively;
- Utilise a coaching methodology to assist others develop their own resilience;
- Identify any potential obstacles to change and determine preventative strategies.



Program Facilitator

Nell Wilson is a senior HR Leader/Specialist and Executive Coach with over 25 years' experience in leadership and learning & development roles within large Australian corporations.

Nell has worked with an incredibly diverse range of clients and stakeholders across a variety of disciplines including Manufacturing, Health, Education, Government (Federal, State and Local), ADF, IT, Mining & Resources, Telecommunications, Banking & Finance, Law, Consulting, Media/Advertising, and Transport Services etc. Nell's experience and credibility in the corporate sector coupled with her business acumen and leadership and organisational development skills ensures her work with clients is highly sought after in Australia and overseas.

Nell is passionate about helping leaders and teams' be at their best. Nell facilitates and coaches with credibility, insight and empathy. She also uses strength-based coaching strategies and constructively challenges and pragmatically helps individuals and teams develop new ways of thinking and behaving that leads to increased self-awareness, personal insights and enhanced professional outcomes. An experienced facilitator, Nell's style is engaging, experiential and practical, always focused on delivering tangible and meaningful results.

Contact Nell Wilson
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ADVANCE LEADERSHIP PROGRAM APPLICATION FORM

APPLICANT INFORMATION

Date: _____

Full Name: Title _____ Last _____ First _____

Organisation Name: _____

Address: _____ State _____ Postcode _____

Best Contact Number: _____

Email: _____

INVOICING DETAIL

Company Name: _____ Contact Name: _____

ABN: _____ Purchase Order: _____

LEADERSHIP EXPERIENCE

Reason/s for wanting to complete the program? _____

Years in leadership roles? _____

Other leadership development programs completed/qualifications: _____

Currently in a leadership role? YES NO

CREDIT CARD PAYMENT

Visa Mastercard (circle one) Cardholder Name: _____

Cardholder Number: _____ Expiry Date: _____ CVV: _____
3 digit number on back of card

DISCLAIMER AND SIGNATURE

Signature: _____

Print Name: _____

Date: _____