# END TO END 360° LEADERSHIP

A smart tailored training program with a start, middle and end.

# Here is a popular method of addressing your leadership gaps.

It begins and ends with a 360 online survey. Your leadership program is designed and delivered to address identified leadership gaps.

Individual strengths and weaknesses from the 360 are also debriefed one on one with each participant (in confidence).

End to End 360 Leadership identifies the learning that the group needs. Here's an example of what your program might look like.



## **360 Survey Online**

Each participant completes a confidential online pre and post training 360 survey. Participant selects up to 6 raters, a mixture of direct reports, line managers and colleagues. The 360 feedback will form the basis for tailored development and one on one coaching.

Each participant will receive one on one coaching (and survey debriefing) before the leadership training commences. This preps the participants for the training delivery.



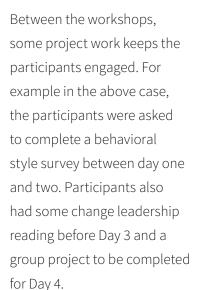
#### Day One (sample)

Leadership	Leadership V Management
Culture	What does staff want from leaders?
	What's your current leadership culture?
	Leadership capacity and capability
	Group 360 debrief
	Service review
Leadership	Self leadership styles
Styles	• Group strengths and weaknesses from the 360
	Leadership behaviours
	On-the-job learning opportunities
Values Based	A leadership beacon
Leadership	What did we do before values?
	Values based leadership
Performance	Is your performance management system
Review	working?
	Critical conversations
	Measurement
	Walking the talk

#### Day Two (sample)

The Four	What are they?
People Styles	Commonalities
	Behavioural differences & similarities
	Managing the different styles
Ladder of	Assumption testing
Inference	How knowledge is gathered
	• Unconscious bias – Leadership Based
Emotional	El and EQ
Intelligence	The El Leader
	Applying EI to self and others
	Goleman insights on EI
	Using El to better manage teams
The Five	Lencioni's findings
Dysfunctions	• Identifying dysfunction in teams
of a Team	Addressing the five dysfunctions
	Making a line in the sand
	Apply the model to internal relationships







## Day 3 (sample)

The Knowing	Pfeffer and Suttons findings about leadership inertia
Doing Gap	Promoting action rather than procrastination
	Self managed teams
Building	Innovation – Does it really matter
Innovation	How to be innovative
Teams	Doing an innovative task
	Cultivating innovation
<b>Leading Change</b>	Being a change leader
	Working with people stuck in the past
	Understanding change and loss
	Maintaining change momentum
	Renegotiating the psychological contract

# Day Four (sample)

<b>Group Project</b>	Key learning and observations
Review	Provide evidence of how each group worked with managers
	Assessment on effectiveness of the team
Project Analysis	Continuous improvement
	What could work (Appreciative Inquiry)?
	Implementation and thinking tools
Accountability	Discuss "if it's to be its up to me"
	Keeping people accountable
	Micromanagement or empowerment
Action Planning	Being strategic
	Break free from short term things
	Writing action plans

# **NUTS AND BOLTS**

#### Would you like to attend this program?

For maximum effectiveness, this program is best conducted as an on-site program.

Venue: For your convenience, you can choose to conduct this program at your workplace. Alternatively, we can provide a training venue at a small additional cost.

**Duration**: The course can be fitted within your timeframe.

Target Audience: High Potentials, Middle Managers, Supervisors, Leaders.

Cost: Price on request.

If you would like more information on this training program, please contact:

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or visit our website today: www.preftrain.com

