



# INSPIRE

LEADERSHIP DEVELOPMENT PROGRAM

Aspiring leaders face several unique issues that can hinder their growth such as, feeling overwhelmed by balancing the needs of their team and their own wellbeing, and difficulty in implementing effective leadership styles. The Inspire program is a six-month learning journey that empowers leaders to achieve their fullest potential. The program's foundation is built on Inspirational, Participative, and Coaching leadership styles, all underpinned by Emotional Intelligence. Ready to be inspired and inspire others?



**LYSANDER**

Finalists in Best Leadership Development Program 2019 & 2022:

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## A ROADMAP TO PERSONAL AND PROFESSIONAL GROWTH

By participating in this dynamic and multifaceted leadership development program leaders will be equipped with the tools to confidently lead teams through change and ambiguity, and to coach their teams for optimal performance and development. The program is supported by robust project management, learner communications, and progress and feedback reports, with participant capability uplift measured throughout. This is the time to unleash their full leadership potential with the Inspire program.

Upon completing the program, participants will have the skills to:

- Lead with social intelligence, managerial courage, clarity, and higher purpose, enabling them to guide their teams towards success with conviction and focus
- Manage change with resilience, keep teams engaged during transitions, and build trust and collaboration throughout the organisation. This empowers leaders to guide their teams towards success with confidence and purpose
- Provide feedback that inspires growth and creates a culture of learning and development. This empowers leaders to improve team performance and support individual development, ultimately creating a more productive and successful organisation.



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### ARE THERE ANY WORKSHOPS?

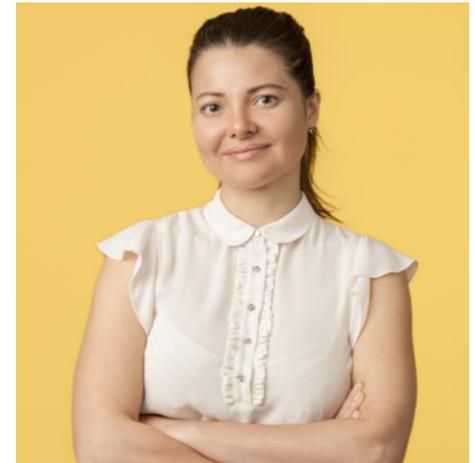
Through five inspiring face-to-face workshops and the option of a Genos 360 assessment, participants will discover their leadership strengths and opportunities for growth. The assessment provides valuable feedback on their emotional intelligence, empowering them to lead with greater self-awareness and authenticity.



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### HOW MANY MODULES ARE THERE?

Six self-paced digital courses will challenge and engage leaders with varying levels of experience, and the immersive, hands-on facilitation workshops will be facilitated to include the leadership challenges and skill levels of everyone in the group.



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### WHO SHOULD ATTEND?

This blended learning journey is designed for both senior and mid-level leaders. The program is tailored to the needs of participants with varying levels of experience, providing a flexible and engaging learning experience.

## THE PROGRAM WILL CONSIST OF:

### □ REVIEWING HOW WE CHANGE

Participants will learn to create transformative change through effective communication and leadership, inspiring their teams to move "toward" their goals and overcome challenges with confidence and clarity.

### □ ENGAGING THROUGH CONNECTION WORKSHOP

The program takes learners on a transformational journey, where they dive deep into real change challenges and explore their reactions to change. Participants discover how to inspire and support their teams by communicating the "why" behind change, empowering their team members to embrace the transformation with purpose and passion.

### □ CHANGING TOGETHER WITH TRUST AND INCLUSION

Effective leadership requires a shift away from a "tell-and-control" approach to a more collaborative, inclusive "ask-and-invite" (participative) style. Participants will learn how to build trust and inclusion while exploring new solutions through the Participative Leadership style.

### □ TEAM COHESION THROUGH COLLABORATIVE CHANGE

The program provides the tools and mindset needed to build a cohesive team culture where trust, commitment, and collaboration are the norm. Through this approach, learners will learn how to create greater buy-in and support for their decisions.

### □ LEADING WITH VISION AND VALUES

Through a focus on inspirational leadership, learners will discover how to create a work environment where employees feel inspired, safe, and ready to trust and follow. By exploring the relationship between vision, values, and self-awareness.



### □ CREATING CERTAINTY THROUGH PURPOSE WORKSHOP

Participants will develop a personal vision and values that align with their team and organisation, building a deep connection through purpose and authenticity. Through real-world case studies, they will learn to navigate change with purpose and clarity.

### □ INSPIRING PERFORMANCE IN OTHERS

To inspire great performance, creating a positive work climate and psychological safety is paramount. This requires fostering an environment of positive emotion and equipping team members with the skills to speak up, take risks, and be vulnerable. Through the program, learners will discover how to create a safe container where team members can share their opinions and embrace new challenges with confidence and purpose.

### □ STEPPING IN TO COURAGEOUS CONVERSATIONS WORKSHOP

Through courageous conversations and accountability, learners will discover how to remove roadblocks and inspire greatness in their teams by fostering and facilitating productive conflicts.

### □ HELPING OTHERS TO GROW

By empowering team members through guidance and development, learners will discover how to create a culture of creativity, critical thinking, and success. Through asking questions instead of dictating and supporting instead of judging.

### □ COACHING FOR DEVELOPMENT WORKSHOP

Participants will have the chance to develop their coaching skills and practice robust and effective coaching conversations using the GROW model.