



LEADING INTO THE FUTURE

EMERGING LEADER PROGRAM

Aspiring leaders in the construction industry often face several unique issues that can hinder their growth and development. Many aspiring leaders struggle to balance their technical expertise with the soft skills required to lead and inspire their teams effectively. Our 6-month program offers a range of benefits that will help participants achieve excellence in their leadership journey, ultimately preparing them to lead the future of construction. The success of tomorrow depends on strong leadership today!



LYSANDER

Finalists in Best Leadership Development Program 2019 & 2022:

A FUTURE-READY LEADERSHIP DEVELOPMENT PROGRAM

This dynamic and multifaceted leadership development program empowers aspiring leaders to achieve excellence in the construction industry. Through self-paced digital modules with rich, immersive content and interactive workshops, participants will engage in a future-ready learning experience that fosters powerful connections and insights across various mediums.

By completing the program, graduates will be equipped to lead with confidence, engender strong collaboration, and achieve their personal and professional goals in the construction industry.

Successful graduates from this program will be equipped to:

- Seize their role in the construction industry with unshakable capability and confidence
- Cultivate their emotional intelligence and self-awareness, equipping them to forge deeper connections with staff
- Grow leadership skills in readiness for more senior leadership roles as the opportunity arises
- Have a forum to discuss challenges and explore ways to navigate them
- Build social awareness and influencing skills
- Understand and manage the challenges that staff face, shaping their motivation and behaviour in powerful and positive ways
- Gain awareness and skills in how to advocate for a psychologically safe workplace.



ARE THERE ANY WORKSHOPS?

Four face-to-face workshops provide the opportunity to share knowledge, practice and consolidate learning, allowing leaders to interact with their peers, and receive the opportunity to gain insights and build powerful new connections.



HOW MANY MODULES ARE THERE?

Our program includes five self-paced digital modules with rich and immersive content, such as videos, assessments, and micro-learning. In addition to the modules, we also offer the Genos 360 tool and a debrief to help leaders gain further insights into their emotional intelligence and areas for development.



WHO SHOULD ATTEND?

For early career and high-potential leaders to focus on career development and foundational leadership skills and become influential change-makers in the industry.

THE PROGRAM WILL CONSIST OF:

EMOTIONAL INTELLIGENCE

Our 360-degree feedback tool empowers leaders to seek feedback from team members and colleagues, using the insights as a launching pad for personal growth and change. With this invaluable insight, our participants are poised to achieve excellence, cultivate emotional intelligence, and become the best versions of themselves, ready to lead with vision and purpose.

BEING AN EMOTIONALLY INTELLIGENT LEADER

Leaders will learn how emotional intelligence (EQ) allows them to be convincing leaders. Participants will be intrigued by the science behind EQ and its essential role and use this to build on their personal realisation of their current approach.

PEOPLE IN ORGANISATIONS

At the core of any successful organisation is teamwork, and this module is designed to explore how to form powerful partnerships, leverage networks, and provide valuable feedback to close performance gaps and inspire growth. These essential skills empower leaders to influence positive change in the team's culture.

EFFECTIVE CONVERSATIONS

Communication skills evolve and can be refined. Here, leaders deep dive into the science of communication, exploring areas such as listening, questions, nonverbal messages, and the impact these have on building highly engaged teams.



LEADING WITH PSYCHOLOGICAL SAFETY

Knowing how to create a psychologically safe workplace is becoming essential for all individuals in the construction industry. This module provides leaders with the opportunity to practice how to identify, assess and control psychosocial hazards, creating an environment where risk is mitigated and people can thrive.

INTRODUCTION TO COACHING

Coaching conversations are not just about learning, they're about growing. Through this self-paced module, participants will uncover the power of the GROW Coaching model, unlocking the key to supporting team members' self-awareness and growth.

COACHING FOR PERFORMANCE

Building on the essential coaching skills participants have developed earlier, this immersive workshop provides a unique opportunity to hone and refine these skills, putting them into action through guided, hands-on activities.

A GREAT PLACE TO WORK

Leaders will explore the critical role of leadership in creating a psychologically safe workplace, empowering them to take ownership of their roles and share accountability and responsibility with their team.

BUILDING TEAM CULTURE

Earlier work on Emotional Intelligence, Communications and Psychological Safety is further considered in developing a stronger, healthy team culture and understanding the impact of how employee work contributes to larger objectives.