

# TRANSFORMATIONAL LEADER

## SENIOR LEADER PROGRAM

Leaders grapple with substantial challenges like resistance to change from both management and labour, bureaucratic roadblocks, and high employee turnover, all of which can hinder project success and growth. Lysander's 9-month program, tailored specifically for the construction sector, empowers leaders to develop coaching skills that cultivate a positive culture, bolstering productivity and fostering innovation in projects. Join us today to become the leader that the construction industry needs!



**LYSANDER**

Finalists in Best Leadership Development Program 2019 & 2022:

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## A PROGRAM THAT TRANSFORMS LEADERS TO INSPIRE WITH GENUINE OUTCOMES

Our program is founded on evidence-based insights and awareness, developing transformational leadership capability that drives real change in people's lives within the organisation. We know that transformational leaders don't just manage change. They drive it. That's why our challenging blended learning program includes a 360° leadership style diagnostic, one-on-one debriefs and coaching, workshops, and dynamic digital knowledge-building activities that will push leaders to excel in ways they never thought possible.

Upon graduating from the program, participants will be able to:

- Empower their organisation with a vibrant workplace culture that celebrates diversity, equity, and inclusion, propelling success and well-being for everyone
- Unleash their potential to ignite growth and success with elevated business acumen, agility, change management, influence, and approachability
- Inspire and motivate teams to reach new heights of success, creating a positive and supportive workplace culture that reduces staff turnover and fosters staff well-being
- Lead their organisation through times of challenge and change with confidence and resilience, transformation, and impact
- Build a culture of excellence and accountability, inspiring outstanding performance and innovation through effective coaching
- Foster a creative and innovative workplace that thrives in an ever-changing and uncertain environment, achieving unprecedented success and driving change.



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### 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.



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### HOW MANY MODULES ARE THERE?

Our program offers six self-paced digital modules to develop your leadership skills, a 360-degree diagnostic to assess your style, and personalised debriefs to take action.



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### WHO SHOULD ATTEND?

For experienced leaders who are committed to unlocking their full potential, stimulating high performance, and creating positive change. It's a transformative journey that inspires clarity, strategy, and engagement among direct reports.

## THE PROGRAM WILL CONSIST OF:

### ❑ TRANSFORMATIONAL LEADERSHIP

Our self-paced module empowers leaders to understand the Transformational Leadership model, complete a CLS360 survey, and receive one-on-one debrief sessions to gain powerful insights into their leadership style and behaviours. This transformative experience unlocks their full leadership potential and inspires positive change.

### ❑ BEING A TRANSFORMATIONAL LEADER

In this program, leaders are fully immersed in the world of transformational leadership, building their knowledge and awareness of each style and gaining powerful insights from their debrief. This transformative experience empowers leaders to drive positive change, unlock their full leadership potential, and become the inspirational, transformational leaders they were always meant to be.

### ❑ MY LEADERSHIP VISION

Leaders define their future leadership path, create a dynamic action plan, and gain deeper insights through our program. Through a second one-on-one debrief, they receive the guidance they need to unlock their full leadership potential and enable them to achieve their most ambitious goals.

### ❑ BEING AN INSPIRATIONAL LEADER

Leaders will feel empowered with the skills and knowledge needed to become inspirational leaders, providing clarity and direction to their teams and facilitating difficult conversations with confidence. Through our transformative learning experience, leaders will gain the tools they need to inspire and motivate their teams towards greater success and fulfilment.



### ❑ CREATING A COACHING CULTURE

An immersive learning experience where leaders explore their own culture of coaching, gaining the skills and knowledge to create an inspiring workplace culture where every team member feels valued and motivated to bring their best selves to work every day.

### ❑ COACHING AND DEVELOPING PEOPLE

This module motivates leaders to provide their employees with the support they need to thrive both in the short and long term, driving performance and fostering a culture of growth and development.

### ❑ ENGAGING PEOPLE IN CHANGE

Leaders undergo a transformative journey, exploring the realities of change in the workplace and gaining deep insight into its impact on both themselves as a leader and their teams.

### ❑ LEADING THROUGH CHANGE

Leaders immerse in understanding the mechanics of the human response to change and explore the pivotal role that leaders can play in providing support, guidance, and inspiration to their teams.

### ❑ CONTINUING THE JOURNEY

Through reflection and embedding, leaders celebrate the progress they have made in becoming inspirational and transformational leaders, with the skills and mindset to drive real change and achieve their vision. This progress is based on the action planning completed in My Leadership Vision, which helps them stay on track and continue their growth journey.