



Building High Performing Leaders Program Outline



Target Audience
All leaders



Duration
3 x 1 day Modules



Group Size
15 participants



Pre-Work
LEAD-Q Assessment

The Building High Performing Leaders program is a psychologically-based safety process designed to empower participants to take control of their leadership development. It does this by giving insight into our leadership strengths and opportunities, understanding the way our brain works and developing a range of skills for influencing the people around us in response to varying leadership situations and events.

The Building High Performing Leaders program is delivered across three engaging 1-day modules, each targeting the needs of the modern leader.

Key Learning Outcomes

MODULE 1 – Leading Self & Others

SECTION	OVERVIEW	LEAD-Q COMPETENCY
Introduction	<ul style="list-style-type: none"> Understanding the evolving role of leadership Exploring the difference between transactional vs transformational leadership styles Introducing a model of life: Attitudes – Behaviour – Results (ABR) 	<ul style="list-style-type: none"> Authenticity
Understanding Our Brain for Leadership	<ul style="list-style-type: none"> Understanding the basics of how our brain operates Exploring how we filter information from our environment and why this is relevant to how we act and how we engage our people Understanding our limited conscious processing capacity and how this influences the way we lead others Understanding our subconscious processes, how we make sense of the world around us and how this relates to our leadership 	<ul style="list-style-type: none"> Thinking Authenticity
Taking Control of My Thinking (Part 1: Reframing)	<ul style="list-style-type: none"> Understanding and harnessing the value of neuroplasticity – we can change our thinking Developing the skill of ‘reframing’: creating new attitudes and habits to achieve the goals we want 	<ul style="list-style-type: none"> Thinking Authenticity
Taking Control of My Thinking (Part 2: Locus of Control)	<ul style="list-style-type: none"> Understanding the concept of ‘locus of control’: how much control or influence I believe I have over any given situation I may face as a leader 	<ul style="list-style-type: none"> Adaptability Positivity Influence Drive
Working Together	<ul style="list-style-type: none"> Exploring the science of the ‘social brain’: the brain is adept at assessing social interactions as either threats or rewards Developing an awareness of key domains that drive threat or reward responses in the workplace 	<ul style="list-style-type: none"> Authenticity Resilience Influence

Continued over ►



Key Learning Outcomes

MODULE 2 – Conscious Leadership

SECTION	OVERVIEW	LEAD-Q COMPETENCY
Trust and The Psychology of Influence	<ul style="list-style-type: none"> Module 1 and My Leadership Challenge project review Experiential activity to explore trust and the power of influence 	<ul style="list-style-type: none"> Influence Authenticity Resilience
Trust and Building Psychological Safety	<ul style="list-style-type: none"> Exploring the importance of psychological safety in the workplace Understand the role of leadership in building and maintaining psychological safety 	<ul style="list-style-type: none"> Influence Authenticity Resilience Drive
Conscious Leadership	<ul style="list-style-type: none"> Exploring the leadership frames we have around ourselves and how these relate to the frames we have around our teams 	<ul style="list-style-type: none"> Drive Authenticity Influence
Driving Outcomes	<ul style="list-style-type: none"> Understanding and developing your vision for your team Developing skills in setting clear expectations and maintaining high standards of practice (i.e. role expectations, task clarity, clearly defined goals, authority levels, degrees of autonomy) 	<ul style="list-style-type: none"> Influence Drive
Influencing Others	<ul style="list-style-type: none"> Using conscious recognition to drive accountability and outcomes Developing the ability to provide effective recognition in order to maintain expectations Developing skills to build greater accountability within others and willingness to go above and beyond expectations 	<ul style="list-style-type: none"> Drive Influence Authenticity
Key Conversations	<ul style="list-style-type: none"> Identifying the key conversations required with peers/teams to drive accountability and outcomes Applying a useful conversation structure to conduct key conversations in an effective manner that leads to the desired outcome 	<ul style="list-style-type: none"> Authenticity Adaptability Positivity Drive Thinking Influence

MODULE 3 – Leading Strategically

SECTION	OVERVIEW	LEAD-Q COMPETENCY
Leading Strategically	<ul style="list-style-type: none"> Review of content from Modules 1 and 2 and exploration and sharing of My Leadership Challenge project updates Experiential activity to explore the importance of vision and strategy for organisational success Clarifying your vision and strategy (ensuring you have a reference point against which to make strategic decisions) 	<ul style="list-style-type: none"> Thinking Authenticity Resilience Influence
Critical Thinking	<ul style="list-style-type: none"> Understanding how to approach challenging decision-making situations in a way that supports greater insight Clarifying thinking around perceptions of risk Developing the skills to assess a situation, judge available alternatives and make insightful decisions 	<ul style="list-style-type: none"> Thinking Authenticity Influence Drive
Leading Change	<ul style="list-style-type: none"> Understanding the brain and change and why change can be so challenging Exploring a model for individual change (The 'Stages of Change') Developing skills to inspire change using a model of appreciative inquiry 	<ul style="list-style-type: none"> Influence Adaptability Positivity Drive
Supporting Innovation	<ul style="list-style-type: none"> Understanding the importance of leading a culture where innovation is valued Developing skills to inspire rapid collaborative thinking <ul style="list-style-type: none"> Hunting the good stuff Creativity boosters Paradox of insight 5 Why's, gap analysis etc 	<ul style="list-style-type: none"> Influence Innovation Resilience
Creating a Culture of Continuous improvement	<ul style="list-style-type: none"> Understanding the importance of authentic leadership and staying true to your vision/values Promoting a culture of continuous learning and improvement 	<ul style="list-style-type: none"> Authenticity Drive Influence
Action Planning	<ul style="list-style-type: none"> My leadership journey and ongoing My Leadership Challenge projects 	