



Leadership Development Programs

How do we approach Leadership Development?

We know an organisation's ability to deliver on its strategy and mission often depends on its leadership capability.

Often times, it's the critical Top 50, 100 or 200 that ultimately influence outcomes. Or perhaps the challenge is focusing on a critical cadre of talent – first line leaders, emerging talent or minorities – and providing them with a focused and appropriate leadership development experience to equip them to perform better or more sustainably.

Our approach is to set a clear objective for the intervention – is it to get alignment around strategy, culture and leadership behaviours; is it about developing greater self-awareness and insight as a leader; or is it equipping people with stronger skills in leading, managing performance and influencing?

Whatever your challenge, we've had significant experience in designing and delivering high-impact leadership programs. We're able to blend emerging trends on leadership in organisations, with long-standing and effective approaches that help executives transform their thinking and behaviour. We use assessment, self-enquiry, cases, simulations and feedback (360, in the moment) and reflection, often over a series of consecutive days or episodes that can really shift momentum and performance.

Features of our Leadership Programs

Our Leadership Programs utilise all or most of the following features:

- **Tailored:** We design from the organisation's perspectives – relevant and customised materials, real industry cases, practical concepts and models that work and can be applied
- **Feedback:** We translate the challenges into a set of measureable "leadership" skills to build capability and drive performance, with 360 feedback on the current state for all participants
- **Assessment:** Clients have asked us to front-end their programs with Talent Assessment – helping participants get an accurate picture of their current state, and to identify critical needs for development
- **Workshops:** Participants work in groups, syndicates and as individuals across the course of the programs – experiential learning, with feedback and opportunity to learn new skills
- **Self-Discovery:** We often include a dedicated workshop on Self-Discovery to raise self-awareness, self-confidence and to help people discover their authentic leadership style
- **Modular:** The design of the learning experiences can be rendered into single or multi-day blocks, or in shorter half-day episodes that span an agreed period of time; from three to 12 months

- **Applications:** Participants are challenged to apply learnings and insights back on the job
- **Coaching:** We can provide coaching between learning modules to assist in the transition and to maximise application of new skills

LEADERSHIP DEVELOPMENT PROGRAMS



ASSESSMENT WORKSHOP

One Day Assessment workshop, with detailed Reports, Development Plan & Feedback of strategy to stakeholder needs



SELF DISCOVERY WORKSHOP

Two Day Self Discovery workshop, built on principles taken from our AEP Program

Raising your
Awareness

Exploring your
Grounding

Showing your
Authenticity

Building your
Confidence



CAPABILITY WORKSHOPS

Four Half Day Capability Development Sessions on key leadership skills

1

Influencing with Self Belief

2

Stepping up to Lead

3

Sustaining High Performance

4

Creating Leadership Persona

COACHING & APPLICATIONS

Real application of skills after sessions with assigned coach

Leadership Development Programs

Who should attend?

Our Leadership Programs are designed for the Top Three layers, and depending on the organisation's size, this could be 30, 90 or 150+ participants, or for targeted cadres of talent. We like to develop and pilot the program with the CEO and Executive team first, and then work through subsequent programs with cohorts from mixed functions, divisions or geographies.

Design & Delivery

Generator Talent has a range of experienced and capable program designers and facilitators who can be assembled to execute a client's project. We've been designing and developing these types of leadership experiences for more than 25 years, and have either designed, led or facilitated more than 40 separate three to four day leadership experiences with more than 700+ participants. In some cases, we bring in adjunct design or facilitation faculty to provide more specialised expertise if needed.

Professional Fees

The cost involved in us designing and delivering an outstanding and transformational leadership program may be less than you think. Choice exists on duration of program, levels of customisation and design intensity, which can be leveraged over larger numbers of participants. Additionally, the choice of facilitators and adjunct faculty influence the eventual costs. We'd be happy to talk with you, understand your needs and create solution options for you and your organisation.
