

LEADERSHIP AND MANAGEMENT PROGRAMS

Coaching Overview

Leadership Development Program

COACHING OVERVIEW

A strong academic background in behavioural sciences has helped our coaching team establish a proven track record negotiating some of the more complex individual and organisational workplace issues.

OVERVIEW

Coaching is all about strengthening the fundamental skills that an effective employee relies upon to achieve results – communication, relationships, conflict resolution, performance management, and self-management.

It is generally offered as a professional development initiative, aimed to address specific issues as part of a positive developmental process.

Coaching addresses specific performance objectives or behavioural patterns and is used to create a shift in conduct and performance.

OUR APPROACH

When it comes to coaching, the importance of flexibility over a prescribed methodology cannot be over-emphasised. Each coaching relationship is structured across a range from the purist, question-based approaches, to a blend of coaching and mentoring techniques.

Our coaches generally utilise the simple and effective RGOW model, an adaptation of Graham Alexander's and John Whitmore's GROW model. This begins with a "Reality" check, followed by "Goal" setting, moving on to identification of "Options", and concluding with a "Wrap-up" and commitment to action.

BENEFITS

The coaching program yields tangible benefits for both the individual and referring organisation, including:

- On-the-job development of skills.
- Delivery of identified goals that have immediate organisational impact.
- Preventing the escalation of small issues into unnecessarily big problems.
- Manages the risk to operations or people presented by identified behavioural or performance concerns.

FEATURES

We deliver coaching programs that are distinguished by:

- An emphasis on developing the insights and discipline necessary to change ingrained habits of thought and action.
- Balance the needs of the individual and outcomes required by the organisation.
- Confidentiality is only limited by need to brief organisational stakeholders, and adjust ongoing direction or involvement as required.
- Awareness and sensitivity of all parties to the coaching intervention of the potential ramifications of the process and consequences of not seeing positive changes take place.

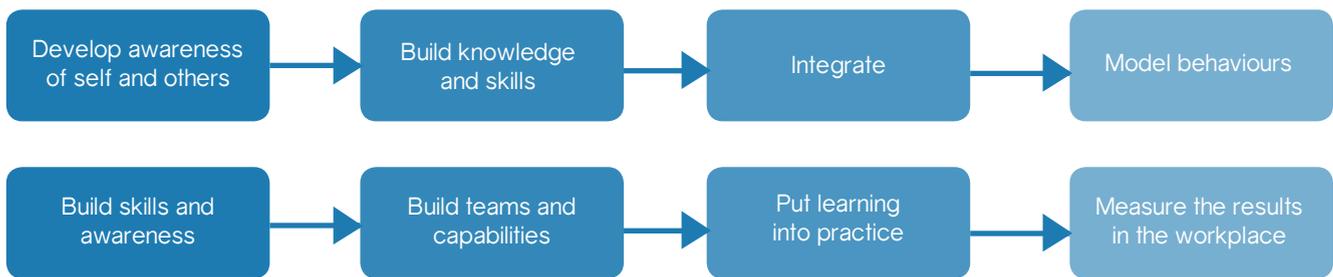
LEADERSHIP DEVELOPMENT PROGRAM

All leaders are different, but what we need for success isn't.

CUSTOMISED LEARNING SOLUTIONS

Every business is different and requires a tailored approach with a unique combination of strategies. In a challenging business environment, learning and development are the keys to ensuring that our people and teams have the knowledge and skills to drive the organisation forward.

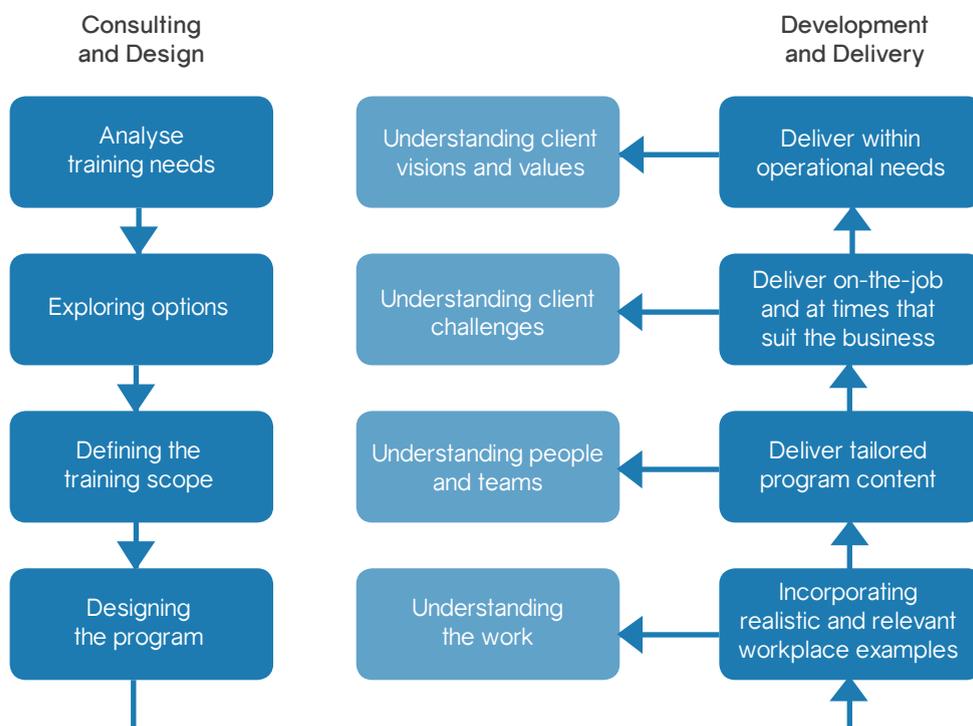
Creating the right fit between people and roles and investing in developing our people creates an engaged and motivated workforce who are effective and productive, and who are committed to the success of the organisation. Using a contemporary positive psychology framework, current tools and a highly skilled and experienced team of facilitators, we work with you to identify and address your organisation's learning and development needs.



A PARTNERSHIP THAT WORKS

We take a long-term view and partner with clients so that we get to know you and your business. This has the benefit of leveraging and looking at the organisation as a whole, rather than delivering transactional training sessions. Our national reach means we are better able to service your business and make sure learning involves everyone and is consistent.

LEARNING THAT SUITS YOUR BUSINESS



The **PSTA Leaders Program** and **PSTA Executive Leaders Program** are designed for new and existing leaders to develop their awareness, skills, knowledge and capabilities to lead and manage effectively.

Programs involve:

- 5 full day workshops
- 3 X 1 hour coaching sessions per participant
- On-the-job learning with positive mentoring
- Work-based project and reflection journal.

LEARNING OUTCOMES

- Developing greater self-awareness and awareness of others.
- An understanding of management and leadership principles and methodology.
- A knowledge of tools and models that can be used in leadership.
- An insight into the different roles and styles leaders need to adopt to be successful.
- The ability to develop and build effective teams
- Creating mentally healthy workplaces.
- Learning how to influence organisational culture.

PROGRAM FEATURES

- Experience facilitators with a background in psychology and experience in workplace environments.
- Tailored program content that reflects organisational needs.
- Workshops delivered on-site and at times that suit the organisation.
- A positive-psychology holistic approach to learning that facilitates personal change.
- One-on-one coaching sessions to explore personal learning and tailor the learning experience.
- Workplace projects based on real workplace issues to integrate learning on-the-job.
- Opportunities to develop and practice reflection.
- Opportunities for leaders to interact with other leaders and share experiences and learning.

BENEFITS

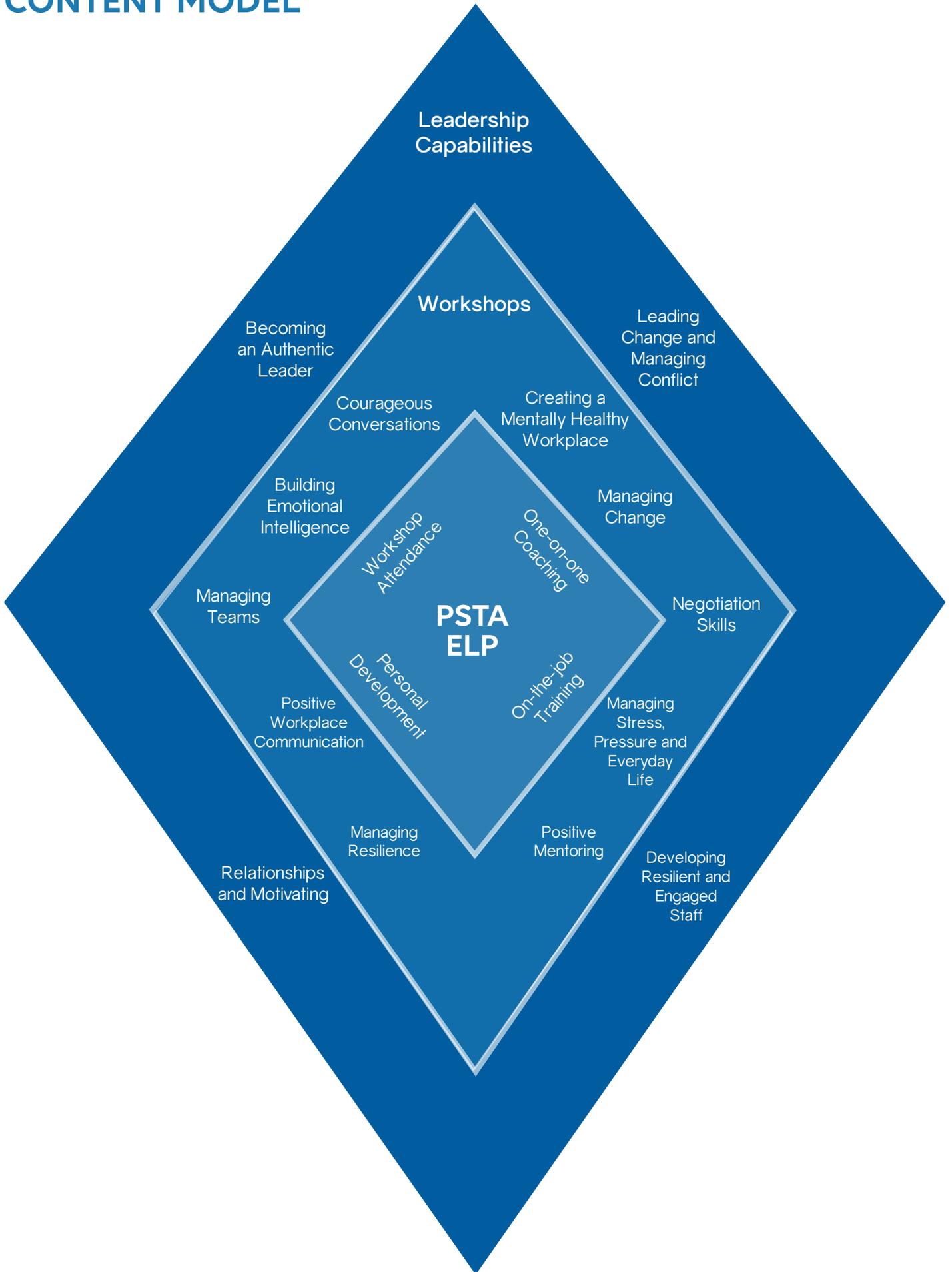
- Participants will be able to confidently transition into leadership roles effectively.
- Organisations will develop leaders who are aware and ready to lead.
- Succession planning becomes aligned with organisational values and vision.
- The positive psychology holistic focus creates open, collaborative cultures.
- Learning flow-on that focuses on decreasing workplace conflict and creating a mentally healthy workplace.

SUITABLE FOR

Emerging Leaders Program is suitable for those transitioning into leadership roles for the first time and who need to develop awareness, knowledge and skills to be successful in these roles.

Executive Leaders Program is suitable for leaders with experience who need to align their workplace experience with contemporary learning and knowledge, and to integrate this learning on a personal level.

CONTENT MODEL



PROGRAM CONTENT

WORKSHOP 1 : MANAGING AND DEVELOPING OURSELVES

Focuses on developing greater self-awareness and awareness of others around us. Using a variety of tools (360 degree feedback and psychometric) the program starts with creating a sense of the self, how we see ourselves, how others see us and how we can work with others best. This forms a foundation for the remaining program with each workshop and phase building on and growing from the successes of previous ones.

WORKSHOP 2: BECOMING AN AUTHENTIC LEADER

TBA

WORKSHOP 3: BUILDING RELATIONSHIPS

TBA

WORKSHOP 4: DEVELOPING RESILIENT AND ENGAGED TEAMS

TBA

WORKSHOP 5: LEADING CHANGE AND MANAGING CONFLICT

TBA

COACHING SESSIONS 1-3

One-on-one coaching with a skilled and experienced coach to:

- Integrate learning and relate it to our role
- Make learning individualised and a tool for growth
- Learn to identify, develop and use strengths

WORKPLACE PROJECT

Program delivery will be complemented by a workplace project, developed in conjunction with the organisation and participants to make it relevant to the workplace and a vehicle for practical application of learning and a tool for growth.

DELIVERY MODES

All workshops can be delivered on-site at client premises and at times that suit the organisation. Alternative off-site delivery can be organised at additional cost. One-on-one coaching sessions can be delivered in mutually-agreed locations.

INVESTMENT

\$6000 per participant, based on minimum groups of 10. This includes workshops, coaching sessions, program material, psychometric testing and certificate of completion.

PROGRAM CONTACT

For further information contact:

Phillip Lambou on 03 8681 2444 or email phil@psta.net.au.

DELIVERY MODEL

