

Management Toolbox – Sample #1



Emerging Leaders Program

Participants:

14 new managers (selected by management nomination and interview)

Objective:

To equip them with skills that will enable them to more effectively manage their new teams.

Rollout:

Over a 15-month period in 4 phases which included the following elements:

- A series of one-day programs during each phase
- Operational site visits and reports (organised by client)
- An innovation project in 3 teams
- One-on-one coaching with Red Sky coach
- Presentation by project teams to client's senior management at end of program
- Social events, including dinners and outdoor activities (organised by client)

PHASE 1

Core of Leadership:

Introduce Emotional Intelligence Model of effective leadership, with particular emphasis on Self Awareness and Self Management.

The Innovative Leader:

Providing participants with the tools to drive an innovative idea from creation to implementation.

Commercial Skills Training:

Practical session on developing financial skills and building commercially viable business cases.

Group Project Day:

Announce 3 teams and potential topics. Teams choose topic and commence developing their innovative ideas. Continued throughout program, culminating in presentation to senior management.

Management Toolbox – Sample #1 /cont.

PHASE 2

The Adaptable Leader:

Creating a high performing team through understanding the 6 leadership styles and when to apply them.

The Engaging Leader:

Providing participants with a set of practical communication techniques and tools to lead their teams more effectively through greater consultation and feedback.

Contract Negotiations:

Negotiation planning and face-to-face skills to drive favourable outcomes while maintaining the client relationship.

360 Degree Survey – Emotional & Social Competence Inventory (ESCI):

Debrief sessions with each participant on the outcomes of their ESCI's. Development plans were made and were the subject of follow up 1-on-1 coaching discussions in Phases 3 and 4.

PHASE 3

The Influential Leader:

Planning tools and skills to enable participants to take a more strategic approach to influencing and gain support for their initiatives.

The Inspiring Leader:

Working in small groups, we focused on developing the presentation skills of each participant so as to make them more dynamic and memorable.

The Leader as Coach:

Developing the ability of the participants to coach individuals and drive performance.

Time Management & Delegation:

In response to a request from the participants, this session focussed on a simple and effective approach to both time management and delegating work.

One-on-One Follow Up Coaching:

Follow up from Phase 2 coaching to see how participants were progressing with their action plan and discuss next steps.

Management Toolbox – Sample #1 /cont.

PHASE 4 - Melbourne

The Change Leader:

Adapting John Kotter's approach to managing change initiatives as either an initiator or agent of change. Incorporated client case study.

Difficult Conversations:

A practical step-by-step approach to managing difficult conversations, including the required change in mindset.

Presentation Coaching for Presentations:

Working with each of the teams to fine tune their structure and key messages and provide feedback on their delivery for their "Innovation Presentations" to senior management.

One-on-One Follow Up Coaching & Exit

Interviews:

Follow up from Phase 3 coaching to see how participants were progressing with their action plan and discuss ongoing development.

"Graduation" Event:

Dinner with senior management and presentation of certificates by CEO to each of the participants.

