

# Strategic Leadership Program

Code: Blue 04



For senior managers who want to take their leadership to the next level.

For organisations that want to build leadership and succession depth for now and the future.

For professionals who want high performance.

## Overview

Organisations are filled with skilled and dedicated people working hard to get results. We build our facilities and systems. We train and develop the technical skills of our people.

Is this enough?

When things go well we celebrate the product, sale or operational system. But when things unexpectedly go astray we are surprised.

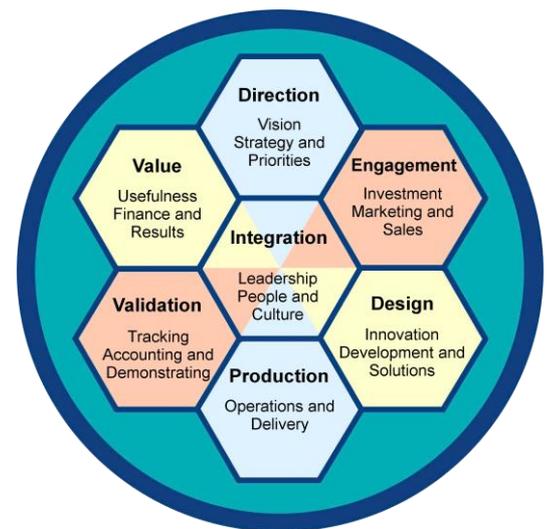
It is a matter of leadership.

Leaders build their teams and organisations so people can make good decisions, do the best they can and create a healthy and safe work environment. They guide their people to be productive and serve customers well. Leaders help their teams focus on the value they create in people's lives. They are not satisfied with the status quo but seek to find better ways of doing things. Leaders engage their stakeholders, building their confidence and demonstrating the benefits of their work. They align their people and organisations around their priorities, making sure goals are met. And they work with all their people to bring them together to create a viable organisation, secured from risk, so they can continue to enrich people's lives.

This program brings leaders together to build their leadership. It takes a practical approach to the work of senior leaders who hold together the different functions and dynamics of their organisation and teams. In the program you gain access to self-awareness tools and activities to help you depth your leadership. You join a process of input and peer activities to explore and develop your leadership options. You get opportunities to engage with panels of senior leaders and key stakeholders to unpack what is expected of your leadership. This is all supported by practical, work-based activity to integrate your learning and find ways to immediately contribute more to your organisation.

## Outcomes

- Engage with other leaders for a high performing organisation
- Clarify expectations to guide a drive for results
- Establish practical ways to create value and innovation
- Focus on positively engaging stakeholders and clients
- Achieve and demonstrate results and outcomes
- Align the organisation around priorities
- Unite all parts of the organisation to deliver services
- Integrate people and culture for healthy performance



## BASIC DETAILS

LENGTH  
**2 FULL DAYS  
+ 8 PART DAYS  
OVER 10 MONTHS**

GROUP SIZE  
**5-15**

OFFERED AS  
**Internal workshop for your  
organisation**  
or  
**External workshop via our  
Performance and  
Development Planning  
Service**

## FOR MORE INFORMATION

VISIT

[www.grevilleaconsultants.com.au](http://www.grevilleaconsultants.com.au)  
or call: 0421 080 311



## Grevillea Consultants

*Bringing you over two decades  
of leadership and leadership  
development experience*

“A leader has to engage people in facing the challenge, adjusting their values, changing perspectives, and developing new habits of behaviour.”

Ronald A. Heifetz

## PROGRAM ELEMENTS



- structured conversations
- panels of sector leaders and experts
- key readings
- peer learning partnerships
- action-learning processes
- workplace small projects
- individual coaching
- mentor partnerships

## Session Themes

### Session 1 (full day) *Leadership, Strategy and Personal Priorities*

- The nature of strategic leadership
- Personal approach to work and teams
- Approaching organisational functions as a whole
- Building learning partnerships

### Session 2 (part day) *Organisations that Create Value*

- The purpose of organisations as value creators
- The value sought by your stakeholders
- How our organisations create client value

### Session 3 (part day) *Practical Innovation*

- Innovation through design and improvement processes
- How innovation happens in your sector
- Practical steps for improvement in our organisation

### Session 4 (part day) *Integrated Leadership A - Enrichment*

- Leading people through change
- Reinforcing customer focus in teams
- Mobilising people to increase value

### Session 5 (part day) *Engaging where it Counts*

- Recognising key relationships
- Building effective stakeholder involvement
- Strengthening key relationships for our organisation

### Session 6 (part day) *Validating Performance*

- Building stakeholder confidence and commitment
- Finding, gathering and using valid data
- Increasing stakeholder certainty in our organisation

### Session 7 (part day) *Integrated Leadership B - Involvement*

- Leading teams that build valuable relationships
- Using emotional intelligence for high performance
- Planning stakeholder engagement for our organisation

### Session 8 (part day) *Implementing an Organisational Direction*

- Making vision, goals and imperatives practical
- Thinking strategically for the future of organisation
- Strategically analysing our current work

### Session 9 (part day) *Producing Results that Matter*

- Operations that build value, revenue and security
- Aligning daily operations around strategic priorities
- Analysing the operational performance in our organisation

### Session 10 (full day) *Integrated Leadership C – Integrated Culture*

- Uniting leadership, people and culture for high performance
- Building positive teams for healthy and effective teams
- Demonstrating leadership that gets results

## PROGRAM DELIVERY

The group size for a program is limited.

Programs are delivered at your premises or a suitable workshop venue of your choosing.

Programs are adjusted as needed. The experiential content is designed so learning focuses on current business challenges and priorities.

Regional programs can be provided for groups distributed across rural and remote regions. A condensed program which combines face to face and electronic delivery can be designed to reduce travel costs between local centres.

The program is part of Grevillea Consultants' commitment to provide affordable, experience based leadership development that focuses on people and results.

## ASSOCIATED LEADERSHIP DEVELOPMENT

The **Strategic Leadership Program** is complemented by our **Team Leaders Program**. This shorter program is for operational leaders dealing with practical issues for leading teams and building performance.