

A leadership skills development program introducing all the concepts and practices needed to learn and deliver values based 21st century leadership .

Everyone who attends, from the CEO through to your youngest starter, will learn to:

- harness the **power of the people around them** by using sophisticated **engagement** and **influencing** skills
- **leverage different personality styles**
- lead through **facilitation** and partner through **collaboration**
- develop the most effective **leadership style** for success in any role
- **be a coach** who builds **high performing teams**
- pursue **quality outcomes** in everything they do
- **most effectively use the time available** to them **each day**
- **generate strategic change** through engaging people
- **personally deliver results** the business demands
- develop teams that deliver **superior performance**



Leaders Point™ is designed to take up where conventional management qualifications finish off. It offers leadership skills that are essential in today's fast-changing business world.

This ten unit leadership program will work for anyone who wants to develop more power and success in dealing with people. The program delivers advanced leadership and teamwork skills necessary to create and maintain excellence in our challenging and complex business environment.

The 10 one-day units can be scheduled to fit other learning programs and business events. We prefer to see units held either singly or as two day modules. All modules are preferably about 6 weeks apart, which allows participants time to integrate and practice the techniques they are learning at each step.

To maximise learning opportunity, all units are designed with real-life pre-work and workplace assignments that support **immediate application of learnings and skills** in the work environment.

Adult learning and experiential training techniques are used throughout. Participants play an active role in "discovering" new pathways and practices.

Coral Sea Consulting has delivered this training program for many years. Participants have consistently rated these days as the best training seminars they have attended.

Designed to be run over a 10-15 month schedule (depending on the time provided between units), **any day from the program can also be run as a standalone.**

Some of the tools and concepts utilised in the program are:

- Human Synergistics Circumplex of Leadership styles
- Human Synergistics GSI and survival simulations
- Human Synergistics LSI and OCI
- Inscape DISC
- RapidConsensus facilitation skills set and the Four Season problem solving process
- "NuCars business" simulation
- The Choice – values associations
- Moon Walker – problem solving
- Maze – problem solving
- Who Moved My Cheese
- Change Cycles
- Elements of Trust
- Win Win – the multiplying effect of accord
- Personal values thresholds and impacts
- Shared Values concepts in organisational development
- Leadership presentation skills – persona, voice, content, pace, style
- GROW model coaching
- Coaching formats, environments, covenants and procedures
- Performance plans: reasonable constructs and expectations, process and follow-up
- Performance management: recognition, response, process, impact
- "Filament" business simulation

Many more tools, anecdotes and examples are introduced by our very experienced Senior Consultants who provide the training facilitation throughout the program.

Some program content can be tailored to have the program dovetail to each client's corporate look and feel.

We selected Coral Sea because of the quality of their consultants and the robustness of their solutions. Coral Sea has been delivering a combination of business planning, leadership training and personalised leadership coaching. These programs, and the quality of Coral Sea's service delivery, have been a centre point in our organisational development strategy. My extensive exposure to other programs internationally, confirms these Coral Sea programs to be world class.
Nigel Dart, Vice President Manufacturing, O-I North America

The Leaders Point™ program follows an active and experiential format that employs the latest action learning techniques. The program delivers a base for professional and personal development that will last a lifetime.

- Day 1 **The cultural standards and behaviours that harness or inhibit teams and individuals**
This day introduces the concepts and conversations around "behaviours count", at both an organisational level (leadership) and with every individual employee. The good and the bad are discussed and catalogued. Internationally utilised organisational and personal development models are reviewed. The participants form teams and experience the impact of pressure on behaviour and outcomes.
- Day 2 **The importance of applying process in creating high performance teams**
The participants run a business simulation. Continuous improvement techniques are introduced. Team engagement is reviewed and approached from new angles. The business is re-engineered with maximum input to gain maximum effect.
- Day 3 **Understanding and embracing individuality**
Our basic behavioural preferences are explored. The different reactions, drives and concerns of people are revealed in an easy to understand format. The need to mix behavioural preferences in teams is revealed in teamwork exercises.
- Day 4 **Trust is essential to driving change**
The elements that create or break trust are canvassed. The impact of personal values, and espoused versus real organisational values are tabled and agreed. Participants role play values dilemmas that confront leaders.
- Day 5 **The power of facilitation in problem solving**
Participants spend the day practicing facilitation techniques. They learn the RapidConsensus approach and qualify to use the Four Seasons problem solving process back in their workplace.
- Day 6 **Communicating as a leader**
Essential leadership communication styles and techniques are introduced and practiced. Participants present to each other and are coached. The effectiveness of written communication formats and media are explored. A technique is learned for successfully having "challenging" conversations with people.
- Day 7 **The Leader is the head coach**
Coaching techniques and timings are introduced and practiced throughout this day.
- Day 8 **Performance plans and accountability**
Performance agreements and their review and management are discussed. Participants learn about factors impacting individual's achieving development objectives. Techniques for approaching and managing differing perceptions on performance are practiced.
- Day 9 **The practical application of these new leadership techniques**
Participants spend the day designing and running their own business using all the techniques learned so far. A final formal presentation of business results is made to the Board.
- Day 10 **Graduation and integration**
Participants celebrate the completion of the program with a spectacular piece of teamwork. Final responsibilities they must carry forward are reviewed. Covey's 7 habits are introduced. Final personal action plans are completed. Follow up and future check-in processes are confirmed.

We have found this program to be a foundational change-agent in our client's efforts to improve the performance of their businesses.

Positive impacts begin from day one and accelerate across the term of the program.

Every participant leaves with a kit bag full of new ideas and skills that they will continue to build on at their own pace.

Leaders Point™ is a part of a linked set of products and services delivered by Coral Sea Consulting.

