

progress training systems

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the



## Leadership Development Program

**In the past, leaders were the people 'in charge'. They had control of the organisation. Their leadership was derived from their degree of 'power over' and their position in the organisation.**

**Real leadership now means something entirely different. Leadership derives more and more from knowledge, vision, values and skills. Leadership is shared, and comes from many places within an organisation. Leadership is derived from 'power within'.**

*A good leader inspires people to have confidence in him or her.  
A great leader inspires people to have confidence in themselves.*

**Leaders are not born. Leaders are not made. Leaders make themselves, by their willingness to see further, strive harder, think deeper and aim higher.**

**But there are definitely skills involved. Skills that may have been learned early in life but may need shaping and reinforcing. Skills that may not yet have been developed. Skills that will help the leader develop the confidence and the competence they need to go further, deeper and higher. Skills that will help their hard work to become a little easier and a lot more effective.**

This program has evolved from both real-life hard-learned experience over years of organisational management and leadership experience, and academic post-graduate studies in social ecology. It has been designed to provide leaders from any area of business and the community with valuable concepts, strategies and skills for their own development and for that of the team they lead.

## **The BEST Leadership Development Program includes:**

- Understanding the difference between management and leadership
- The attitudes, qualities and skills of successful leadership
- Understanding the range of leadership styles
- Clarification of standards, values and boundaries
- Creating commitment to goals and priorities
- Team problem solving
- Conflict management and negotiation strategies
- Effective communication skills for motivation and management
- Delegating, coaching, counselling and mentoring
- Goals based time and stress management

## **PROGRAM DESIGN AND TRAINING METHODOLOGY**

The initial implementation of this program is a two day workshop, followed by live or tele-conference follow-up sessions to de-brief and coach, to ensure full support is provided in shifting both personal and organisational behaviour. Participants are required to identify their primary workplace challenges in advance by e-survey, and to attend the program with a commitment to personal and professional development.

Workshops can be conducted for up to 15 participants, who would be divided into smaller clusters for group activities. The minimum effective group size is 8-10, because much learning takes place through group dynamics and participant involvement. Equipment used is kept to a minimum, to allow real-time discussion and involvement. Flip charts and workbooks are our preferred media.

The agenda is dynamic, and occasionally challenging and provocative. Personal empowerment is a key feature. The entire program is lively, interactive and enriching.

**'Those of us who are too busy to develop our leadership and management skills are being pushed out of the way by those who are claiming the space'**

Catherine Palin-Brinkworth CSP



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