

Achieving organisational greatness through Knowledge Age leadership.

The challenge: Do your leaders know how to unleash the highest and best contribution of their teams toward their organisation's most critical priorities?

Today's leaders must be able to see their people as "whole people" - body, heart, mind and spirit - and manage and lead accordingly. As a result, leaders spend their efforts creating a place where people want to stay and in which they are enabled to offer their best, time and time again.

Today's leadership crisis

The transitions from the Industrial Age to the Knowledge Worker Age has resulted in four chronic problems faced by today's leaders. These include:

- 1 Trust in leaders at historic lows.** Just when the payoff for trust was never higher, we have wary customers, hesitant partners, a cynical public, and suspicious employees.
- 2 Strategic uncertainty.** Challenges that once took years to materialise now arise overnight; competitive advantages vanish, governments vie for capital and talent - and hyper-paced technological change means that someone on the other side of the world just turned your business on its head.
- 3 An ominous shortage of experienced leadership.** In rapidly-growing countries there is a lack of qualified leaders. The result? Inconsistent execution, weak decisions, missed opportunities, and unfulfilled employees.
- 4 The war for talent.** Just when the right idea can change an industry, knowledge and creativity are at a premium - and totally mobile. People no longer satisfied with just showing up for work, want to make a difference. The best people hire their employers, not the other way around. And the contribution they can make is more motivating than their paycheck.

The solution

Leaders unleash talent and capability by carrying out the 4 Imperatives in a "whole person" way. They are sequential in that one builds upon another, and simultaneous - meaning that you must constantly pay attention to all four in order to sustain outstanding performance.

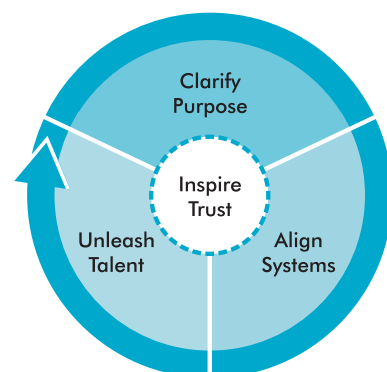
In this intensive programme, participants learn:

OUTCOMES

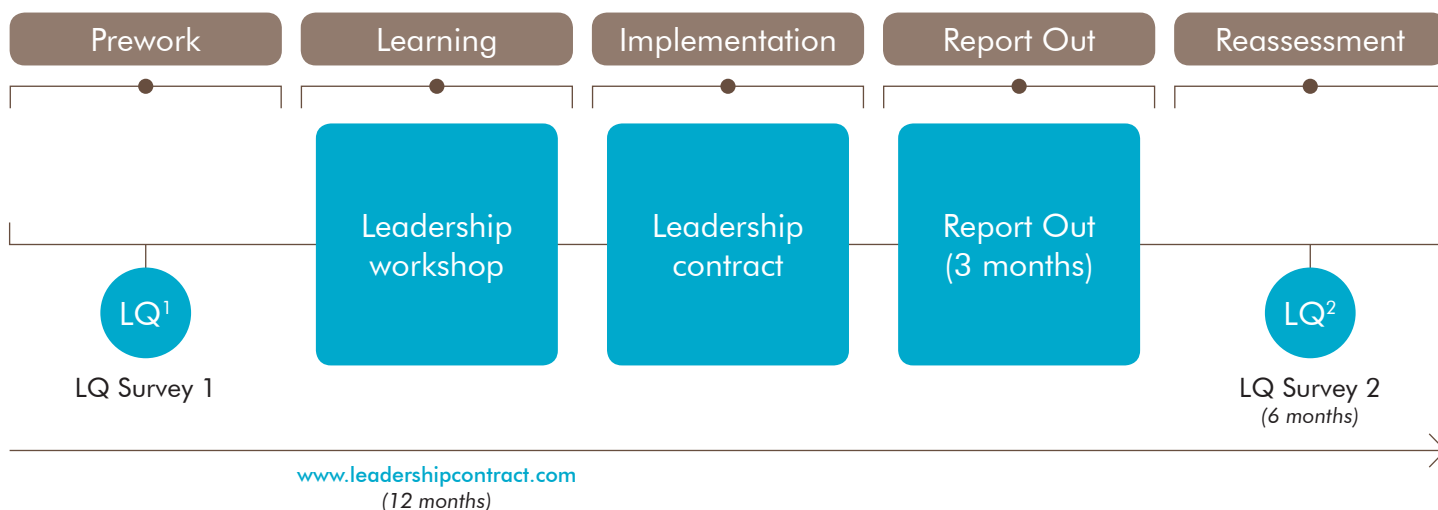
- 1 Imperative 1: Inspire Trust** - to build credibility as a leader, so that people will trust you with their highest efforts.
- 2 Imperative 2: Clarify Purpose** - to define a clear and compelling purpose that people will want to offer their best to achieve.
- 3 Imperative 3: Align Systems** - to create systems of success that support the purpose and goals of the organisation, enable people to do their best work, operate independently of you, and endure overtime.
- 4 Imperative 4: Unleash Talent** - to develop a winning team, where people's unique talents are leveraged against clear performance expectations in a way that encourages responsibility and growth.

Overcome today's challenges by tapping into the best thinking of well-known leadership experts such as:

- Jack Welch (former head of GE)
- Ram Charan (Execution: The Disciplines of Getting Things Done)
- Fred Reichheld (The Ultimate Question)
- Clayton Christensen (The Innovator's Dilemma)
- Stephen R. Covey (The 7 Habits of Highly Effective People)
- Stephen M.R. Covey (The Speed of Trust)



Empowered learning process



Assessing and implementing the principles of great leadership

More than just a training event, Leadership: Great Leaders, Great Teams, Great Results takes a process-orientated approach to developing great leaders. The process, as outlined below, includes:

- Prework to help you prepare for the experience, including defining a personal leadership challenge or opportunity you want to focus on.
- A Leadership Quotient (LQ) assessment to measure your leadership capabilities against the 4 Imperatives of Great Leaders.
- A full set of electronic tools, videos, and other resources to help you implement what you have learned and achieve new levels of results when you return to your organisation.
- Exclusive access to outline leadership tools, expert interviews, and other resources at www.leadershipcontract.com
- A follow-up Leadership Quotient assessment (six months after the programme).

Who should attend?

This programme is most suited to the role of a manager "managing managers" up to the CEO positions (per The Leadership Pipeline). If a potential participant holds a more junior management positions then participants should have at least attended The 7 Habits of Highly Effective People® Signature Programme or have been identified as a "high potential" management candidate.