



Building High Performing Leaders



The Challenge

The role of leadership is constantly evolving. In an age of highly competitive and often volatile markets, leaders are pressed to achieve more with less, while maintaining a positive workplace culture, and engage, inspire and retain great people. Throw in the added complexity of navigating employee generational differences, increased diversity in the workforce, the rise of wellbeing and flexible work considerations, changing work environments and the pursuit of disruptive and innovative business models, and we can appreciate that the modern leaders face an unprecedented challenge. What this means is that today's leaders need to have much more than a strong technical background to be effective.

So how do we address this?

We need to challenge the way we are upskilling our leaders. We need to provide leaders with a new way of thinking which not only sets them up for success when faced with change, challenge or adversity, but allows them to embrace and drive an effective response to it.

Modern leaders need the ability to:

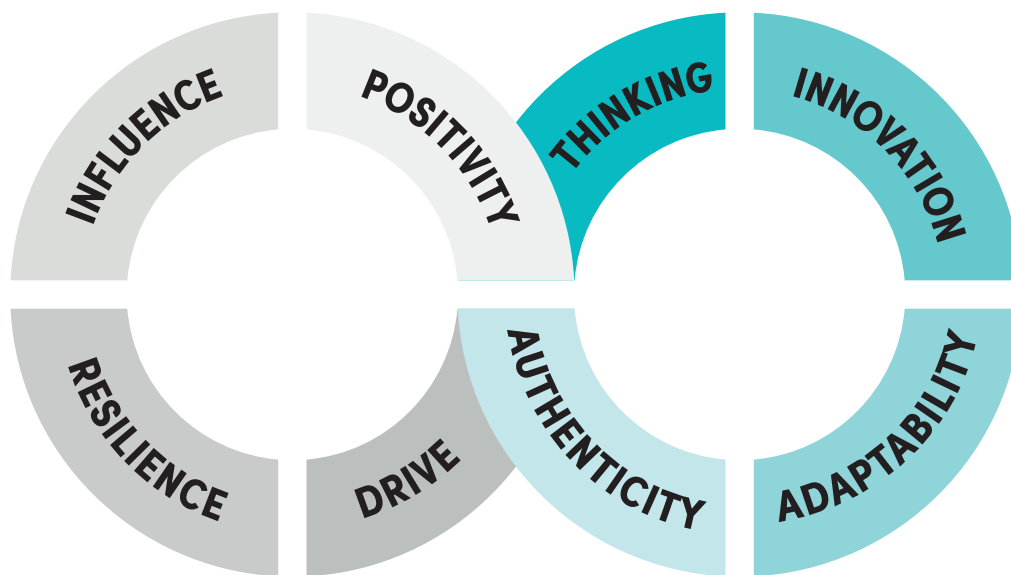
- move from transactional to transformational leadership,
- strategise competing priorities, multiple stakeholders and frenetic environments,
- develop awareness of self and how to influence others,
- move from a reactive culture to strategic planning and preparation for improvement,
- develop helpful mental models to support a change in thinking,
- implement change/improvement effectively and engage staff throughout the process, and
- predict, see and manage risk.

Luckily, these skills can be learned.

The Solution

The Building High Performing Leaders program is an engaging training process that explores the psychology of leadership, critical thinking and influence. The program is underpinned by a 360-degree assessment of leadership capability using the LEAD-Q assessment. The Sentis LEAD-Q Assessment is an evidence-based tool that measures leadership capabilities fundamental to leadership excellence and ultimately organisational success:

Adaptability, Authenticity, Drive, Influence, Innovation, Resilience, Thinking and Positivity.



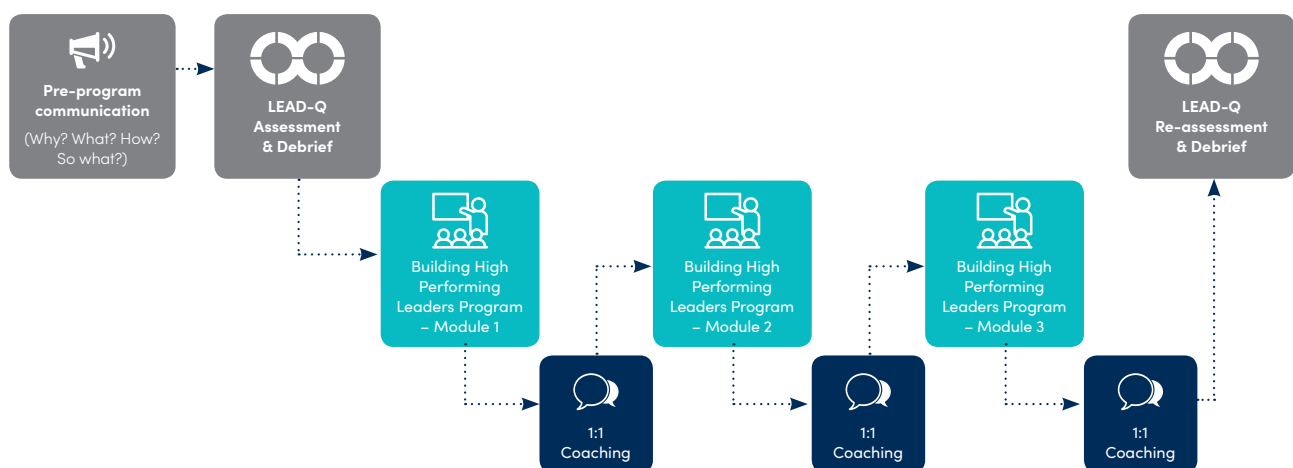
8 DIMENSIONS OF LEAD-Q

The 8 Dimensions of leadership capability

- **Adaptability:** Adapt with ease to changing circumstances by responding effectively when confronted with changes and thriving in the face of uncertainty.
 - **Authenticity:** Forge authentic relationships by displaying awareness of one's own motives and intentions, and using these to guide actions towards others.
 - **Drive:** Act with conviction by creating challenging goals and actively pursuing these with intention, focus and energy.
 - **Influence:** Transform others' attitudes and actions by creating an inspiring vision, demonstrating behaviour in line with that vision, and challenging individuals' current perspectives to stimulate new thinking and behaviour.
 - **Innovation:** Lead for innovation by identifying opportunities for improvement, generating creative ideas, and transforming these into innovative solutions that push past current boundaries.
 - **Resilience:** Be resilient in the face of challenge by using effective coping strategies and leveraging the resources necessary to withstand job demands and recover from adverse work situations.
 - **Thinking:** Make strategic decisions by using complex reasoning skills to critically assess the situation, judge the available alternatives, and make effective forward-thinking decisions.
 - **Positivity:** Approach work from a positive perspective to demonstrate engagement in one's own work and to create an effective working environment for others.
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Following the LEAD-Q assessment debrief, participants attend an engaging and practical 3-module training program with direct application to personal leadership challenges. During the process, participants are supported to work on personalised leadership improvement goals through a combination of in-program activities and one-on-one coaching to support the application of their new skills and tools in the workplace. See figure 1 below for a roadmap showcasing a typical Building High Performing Leaders pathway.

Figure 1: Building High Performing Leaders Roadmap



The Outcome

The Building High Performing Leaders program will support leaders to improve their leadership capability in an engaging, thought-provoking and experiential way. Supported by the LEAD-Q 360-degree assessment for leaders, participants will gain a far deeper understanding of their personal strengths and development areas with respect to their leadership. This allows participants to take strategies and tools away that will improve their ability to lead effectively.

Completion of the Building High Performing Leaders Program will result in leaders:

- ✓ Demonstrating more transformational leadership techniques,
- ✓ More effectively managing competing priorities, multiple stakeholders and volatile environments,
- ✓ Displaying greater confidence and skills for influencing others towards shared goals,
- ✓ Responding effectively to adversity and change through strategic planning and preparation for improvement,
- ✓ Adopting helpful mental models to support a change in thinking when required,
- ✓ Implementing change and improvement initiatives effectively and engaging staff throughout the process; and
- ✓ Being able to better predict, see and manage risk.

Feedback from **100 middle and senior leaders** who recently attended the Building High Performing Leaders program indicates that:



100%

of participants reported they will **apply** something they learned immediately to their work



96%

reported that the program was **'Far Above Average'** when compared to other programs at their organisation

100%

of participants would **recommend** Sentis to others for training



100%

of participants indicated they had developed **new skills** during the program



98%

of participants strongly agreed that the facilitation of the program was of **high quality**



100%

of participants strongly agreed that they found the program **enjoyable**

"Quite simply the most valuable PD I have done. For self and my functioning as a leader. Thank you."

"Loved the 360 and the program content. This program gave me such a greater understanding of why I do the things I do and also some new ideas to influence others!"

"The program exceeded my expectations and I really like the reframing I have gained through some of the models provided. There have been many 'aha' moments!"

Get in touch with one of our expert consultants today

Sentis

1300 653 042
sentis.com.au

The Effect

+64 27 334 8726
steven@theeffect.co.nz