

LEADERSHIP DEVELOPMENT PROGRAM

Transitioning from a team member to a leadership role does come with a myriad of challenges. Aspiring leaders, while technically adept, often find mastering emotional intelligence and other essential soft skills crucial for effective leadership more daunting. They face the complex task of managing teams that were once peers, navigating relationships upwards, horizontally, and downwards, and excelling in communication, coaching, and fostering psychological safety.

The Leadership Development Program is fundamentally built on enhancing emotional intelligence, providing the tools and insights needed to confidently navigate these hurdles. It focuses on empowering future leaders to not just manage, but to also actively engage their teams, enhancing both performance and organisational culture. This developmental journey equips participants with the confidence and skills needed to fully harness their leadership potential, ensuring they emerge as impactful and inspiring leaders ready to drive success in their professional environments.

FROM ASPIRING TO INSPIRING
UNLEASH YOUR LEADERSHIP POTENTIAL



LYSANDER

CHANGE TOMORROW



**CIVIL CONTRACTORS
FEDERATION**

VICTORIA

FUTURE-READY LEADERSHIP DEVELOPMENT PROGRAM With Measurable Outcomes

This dynamic and multifaceted leadership development program is tailored specifically to empower aspiring leaders to achieve excellence.

Through self-paced digital modules with rich, immersive content and interactive workshops, leaders will engage in a future-ready learning experience that fosters powerful connections and insights. By completing the program, graduates will be equipped to lead with confidence, engender strong collaboration, and achieve their personal and professional goals.

WHO SHOULD ATTEND?

This program is designed for early career and high-potential leaders. It provides the skills and knowledge needed to excel in leadership, drive team performance, and achieve results within the broader organisation.

Upon graduating from the program, participants will be able to:

- Develop emotional intelligence by practicing self-regulation, empathy, and authentic communication using Genos' Emotional Intelligence capabilities.
- Enhance decision-making and relationships by combining emotional reasoning with factual information and managing emotions effectively.
- Improve leadership and team engagement by motivating team members, providing constructive feedback, and creating a supportive work environment.
- Boost team engagement and interpersonal interactions by honing advanced skills in listening, questioning, and nonverbal communication.
- Enhance coaching abilities with simple frameworks to guide team members through professional challenges and promote team development.
- Foster a psychologically safe work environment by emphasising trust and collaboration through effective leadership practices.

SOME OF THE TOPICS COVERED

EMOTIONAL INTELLIGENCE

Utilising the GENOS Leadership survey, our 360-degree feedback tool empowers leaders to seek feedback from team members and colleagues, using the insights as a launching pad for personal growth and change.

EMOTIONALLY INTELLIGENT LEADERSHIP

Explore how emotional intelligence (EQ) allows you to be a convincing leader. Discover the science behind EQ and its essential role and use this to build on your personal realisation of your current approach.

RESILIENT COMMUNICATIONS

Genuine organisational success occurs through teamwork. This is a chance to examine how to form partnerships, use networks to achieve results and provide team members with feedback to close performance gaps.

POWERFUL CONVERSATIONS

Communication skills evolve and can be refined. Here, you will deep dive into the science of communication, exploring areas such as listening, questions, nonverbal messages, and the impact these have on building highly engaged teams.

LEADING WITH PSYCHOLOGICAL SAFETY

It's impossible to overstate the importance of creating a psychologically safe workplace for your people. In this digital module you will learn to identify, assess and control psychosocial hazards, creating an environment where risk is mitigated, and people can thrive.

DEFINING TEAM CULTURE

Earlier work on Emotional Intelligence, Communications and Psychological Safety is expanded upon to learn how to develop a stronger, healthy team culture and understand the impact of how employee work contributes to larger objectives.

UNDERSTANDING COACHING

Coaching sessions are critical to increasing a leaders' self-awareness and supporting team members' learning. In this self-paced module, you will explore coaching frameworks as a foundation for a range of situations.

GROWTH & PERFORMANCE THROUGH COACHING

Building on your knowledge of coaching, this workshop provides the opportunity to develop coaching skills and put them into practice through guided activities.

LEADERSHIP PRESENCE

In today's corporate world, it certainly helps to bring your thoughts and opinions across effectively. In this module, you will be challenged to consider where to influence and persuade into the organisation.

INFLUENCING IN PRACTICE

Examine how effectively you establish credibility and influence stakeholders without losing authenticity and a sense of yourself. This is a highly practical workshop with targeted feedback to fast-track development and growth.

LEADERSHIP LEGACY

Towards the end of the program, you will reflect on your growth as a leader. This examination of insights collected throughout the program provides a clear foundation for further development as you explore strategies and resources for continuing your development journey.



PROGRAM JOURNEY






ABOUT Lysander

Since 2000, Lysander has been a leading consultancy in Australia. With over two decades of expertise, our seasoned team of consultants brings diverse capabilities and extensive industry experience. Working with a range of clients, from Global 500 corporations to government-funded sectors, our aim is to drive leadership development and cultural transformation. Our mission is to create a world where businesses thrive through enlightened leadership and vibrant cultures, supporting our clients in achieving their goals.

CONTACT US

 www.lysander.com.au

 engage@lysander.com.au

 Follow Lysander Consulting on LinkedIn



Finalists for ACA Award 2023

Finalists for AITD Best Leadership Development Program 2022

Highly Recommended for AITD Best Leadership Development Program 2019