

Lead to Land Change Program

- Building effective change leaders



CHANGE IN PRACTICE

Lead and Land Better Change

Why this program?

A Leader's effectiveness is directly related to their ability to lead change well.

If your organisation needs people leaders to adopt more effective ways of leading themselves and their team through change, this program is for you.

We combine all the elements of a robust leadership development framework and tailor the program for your organisation. Group learning sessions focus on change management and change leadership behaviours, are based on best practice data and models, are engaging and highly participative and are supported by real-life application and reporting, coaching and reflection.

Participants select real-life projects or changes to use for application assignments.

We use Human Synergistics' Life Styles Inventory (LSI) or i4 NeuroLeader as a starting point to determine a development plan for each participant. Both long-established reputable models and incorporate 360-degree feedback and, over time, provide valuable measurement of the impact and progress each participant is making.

If you already use LSI1 & LSI2, we can include a 'connector' session to orient participants to how the program supports the behavioural work already underway. If LSI1 & LSI2 or i4 Neuroleader are new to your organisation, we can include 'orientation' sessions to introduce the model and tools and prepare participants for the assessment and the program.

Key elements of our Lead to Land Change Program



Who is it for?

- People leaders from team leaders to mid-level managers to your Executive team
- This program can be used as part of a broader leadership development program and incorporate other behavioural assessments or your inhouse capability framework.

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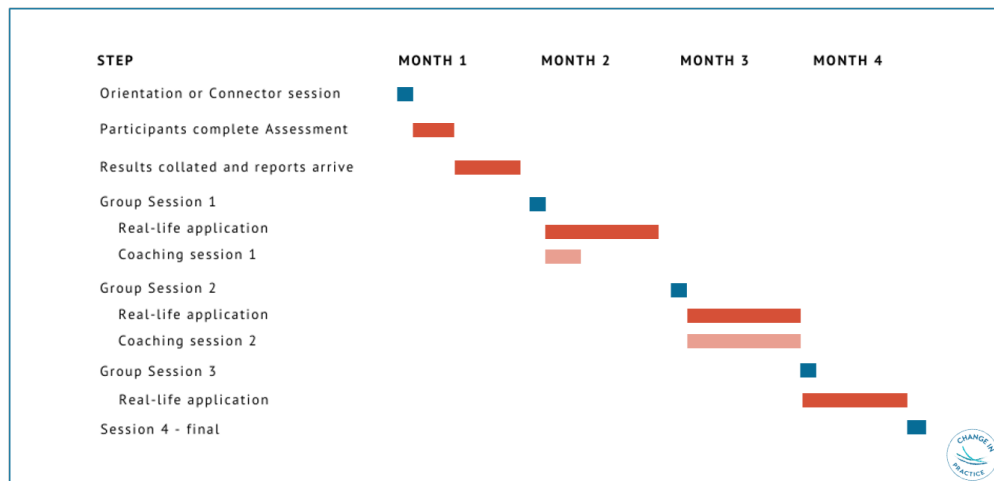
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Deliverables

- 1 x half day Design workshop with the program Sponsor and your internal team responsible for the program to build your program map, finalise the assessment tool to be used (LSI1 and LSI2 or other model) and agree timeframe
- Lead to Land Program map for your organisation and any additional investment needed
- 1 x LSI 1 & LSI 2 assessment and report per participant
- 4 x facilitated group learning sessions (one day a month over 4 months) – the program is tailored for your organisation and investment for additional sessions will be identified after the design session.
- 2 x individual 1-hr virtual coaching sessions for each participant, including debriefing assessment used. Face-to-face is available.
- Program materials including worksheets (digital and paper copy as needed)

Timeframe

Duration of program: Minimum 4 months. Lead time: 4 weeks after design session to allow for program map to be finalised, selection and preparation of program Sponsor and participants.



Prerequisites

A 1-hour briefing meeting or call with the Sponsor of this pack, prior to issuing contract. Agreement that all coaching sessions are confidential. Contract signed and deposit payment including assessment costs.

Delivery format

Virtual via Zoom, Webex, Teams OR Face-to-Face/onsite is available and travel, accommodation and other expenses will be invoiced at cost.

Optional Boosters

- Connector (2hrs) session or Orientation session (4hrs)
- Face-to-Face coaching
- Each of the group sessions are available as stand-alone workshops