

THE LEADERSHIP ACADEMY



1800 241 133

www.reallearning.com.au

“There are no silver bullets - but building leadership capability is almost always the shortest path to significant performance improvements in any organisation” - Simon Thiessen



DEVELOPING YOUR LEADERS

Leadership is a critical priority for organisations today as they face increased pressure to achieve high productivity with limited resources. To achieve this, organisations need leaders who are capable of getting the best from their people.

The Leadership Academy is a structured and strategic approach to developing the capability of your leaders – and good leaders build resilient and engaged teams committed to a common goal. The result is higher productivity, retention of good people, cohesive teams and a better bottom line.



Who is the program for?

The Leadership Academy is delivered at two levels depending on the experience, skill and background of your people.

- **Emerging Leaders** is suitable for operational and functional managers with less experience or little formal training; supervisors & team leaders; and other team members with future leadership potential
- **The Leading Edge** is suitable for more experienced operational and functional managers with greater experience or who have had previous training

The e-learning centre

Our e-learning centre uses a range of blended learning approaches to help participants apply what they learn to improve everyday workplace outcomes. We create customised and contextualised content that is available only to your people – each participant is given a personalised log-in to access a range of resources that maximise the benefit they receive from the program.

- ▶ Resources include reading materials, online questionnaires, webinars, podcasts, video clips, learning diaries and workplace assignments



WHY THE REAL LEARNING EXPERIENCE?

For twenty years The Real Learning Experience has developed leadership capability for numerous national and multinational organisations, thousands of smaller local businesses and hundreds of government agencies. They include market leaders such as Cadbury, Telstra, News Corporation and Novotel.

Our learning facilitators

Our people are not just experienced learning facilitators – they have also been senior leaders themselves. They combine our extensively researched program with their own real world experiences to make their sessions engaging, relevant and contextualised to the specific issues and challenges your organisation is facing.

When you deal with The Real Learning Experience, you deal with a person who has actual ownership in the business – which creates an absolute commitment to getting results for your people and your organisation.

Three leadership challenges

The Leadership Academy is based on the simple but powerful understanding that today's leader must be capable of simultaneously focusing on three very separate challenges:

1 Getting results (the task)

- 2** Building and sustaining a team capable of consistent high performance
- 3** Developing and engaging each individual to ensure they get the most from their potential

Many managers are selected for their role based on the 'longest and strongest' method – they have been around longer than anyone else or they are better at the actual task than anyone else. This equips them for management but not for leadership, which depends far more on their ability to build the team and develop each individual.





THE LEADERSHIP ACADEMY MODULES

<p>Leadership Essentials: Born to Manage, Learn to Lead (Recommended for <i>Emerging Leaders</i> programs)</p>	<p>This course provides a foundation for the overall program – participants leave understanding what leadership means, why it is critical and what leaders actually do. We define leadership and management and work on three key behaviours of effective leaders: modelling, coaching and facilitating. Participants are given strategies and skills to help them focus on the three key responsibilities of the leader - achieving the task, building a team and developing the individuals.</p>
<p>Leader as Model: Self-Awareness and Self-Management (Recommended core module)</p>	<p>A leader can establish a minimum level for their team with rules and procedures but they establish the ceiling on standards and performance through their own personal example. A leader's actions are amplified - they clearly convey what is expected and acceptable within the team and often act as the model for team members to learn from. Given this responsibility, leaders need to have strong awareness of their own style and the impact they have on the people around them as well as the ability to self-manage with high emotional intelligence.</p>
<p>Leader as Coach: Leading People and Learning (Recommended core module)</p>	<p>A role as leader comes with the responsibility to help people fulfil their potential. This means helping team members be accountable to a high current standard while also developing them for the future. Leaders don't need formal coaching qualifications but they do need coaching skills and strategies. This course provides an understanding of how coaching works in a leadership role – as well as practical tools that help a leader create peak performance from each individual in their team.</p>
<p>Leader as Facilitator: Building & Leading High Performance Teams (Recommended core module)</p>	<p>Teams are complex and dynamic – capable of frustratingly poor and inspiringly good performance. The difference is largely the ability of the leader to facilitate as the team comes together and works together. Leaders of teams that succeed create positive climates, have strong standards and are proactive in facilitating team dynamics such as conflict, problem solving and communication.</p>



THE LEADERSHIP ACADEMY MODULES

Leading Change

(Extension module)

Change is a constant reality for organisations adapting to the ever shifting environment in which they operate. Very few change efforts fail (or become more difficult than they should) because of logistics. The real problem is almost always at a people level – resistance, fear, distrust, disengagement, etc. This module builds the leaders skills in facilitating their people through change and moving them to acceptance and engagement as quickly as possible.

Leading Innovation

(Extension module)

If organisations want to thrive in the changing world they operate in, they must embrace innovation. This module builds leadership capability in the three critical elements of establishing a culture of innovation: providing people with skills and techniques that help them be innovative; creating a culture that genuinely embraces innovation instead of being shackled by an attitude of the ‘way we do things around here’; and implementing systems and process that support innovation efforts.

Each module is available individually or as part of an ongoing program. We recommend two days for each module (one day versions are available) and they are ideally conducted six to eight weeks apart.

Using psychometrics to understand leadership style and the impact on organisational climate

We recommend the use of psychometric instruments as part of a rigorous leadership development program. If you choose to use them, they can build self-awareness and lay a platform on which skill development is built. The Real Learning Experience and members of our team hold accreditations in a number of suitable tools.

Simon Thiessen is accredited, on behalf of The Real Learning Experience, to use the Hay Group’s Leadership Effectiveness tools: Inventory of Leadership Styles (to assess leadership style from both the managers and their direct reports perspective) and Organisational Climate Survey (to assess the organisation’s climate and identify how the climate may be impacting overall performance).

**“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”
— John Quincy Adams**

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with The Real Learning Experience™**

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