

INSPIRE GROUP

**INSPIRING
TO
LEAD**



“What I love about working with Inspire Group is the time they take to really listen to what we need and why. They truly make people the focus and centre of everything they do.”

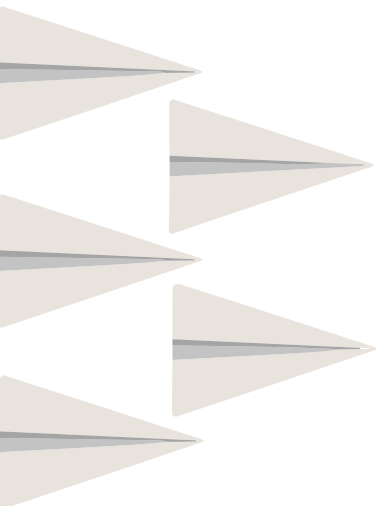
**Learning and Development
Manager, NZ Government**

WHO ARE INSPIRE?

Inspire Group is a market leader in customised learning, and has helped hundreds of clients lift capability and culture globally. We partner with government, corporates, non-profits and SMEs to create people-centric learning that grows your culture and your business.

Our expertise in this area over the past 20 years has been recognised through numerous international awards, including a recent Brandon Hall Gold for Best Advance in Leadership Development, one of the top global accolades in our industry, as well as Best Training Provider and Best Leadership Development Consultant at the 2019 World HRD Congress.

Having expanded throughout New Zealand and Australia, we are now delighted to offer our award-winning learning solutions throughout Asia from our new office in Kuala Lumpur.



WHAT WE DO

We work with our clients to develop award-winning custom learning solutions including bespoke elearning courses, leadership workshops, online blended solutions, board games, experiences and mobile learning through our own authoring tool, Chameleon.
chameleoncreator.com



WHAT WE BELIEVE

Better learning is life changing.

AWARD WINNING

We are proud recipients of a number of recent awards, including:



Gold winner
for Best Advance in Leadership Development for *Inland Revenue NZ*



Platinum winner
for Best Wellbeing Project at *Seek*

Platinum winner
for Best Leadership Capability Project at *Inland Revenue NZ*



Gold winner
for Best Interactive Scenario at *NZ Customs Service* (bullying)



Silver winner
for Best Blended Learning Model with the *Ministry for Primary Industries* (emotional agility)



Global Training and Leadership Development Awards 2019
Training Provider of the Year



HR Vendors Awards 2019
Best Leadership Development Consultant



Golden Globe Tiger Awards 2019
Training Provider of the Year

WHY WE DO IT

Whether we like it or not, one of the biggest impacts on our health, happiness and wellbeing is where many of us will spend around 10,000 days of our lives: work.

And what has the biggest influence on that experience? The learning and leadership we experience, and practise.

Think for a moment about the worst job and the worst leader you've experienced. And your life at that time; how you felt, and how it impacted the people and parts of your life well away from work.

The impact and reach of leadership is huge, and that's why we do what we do.

So, we have a simple guiding principle:

**If it's not truly life
changing, it's not for us.**

Because to change as many lives as possible, you have to focus purely on where you can have maximum impact.

OUR APPROACH

Whilst the clients, sectors and challenges may vary, our award-winning approach stays constant. Our belief is that leadership and learning is simply *a way of being*, not a sequence of doing things. It's about the how, rather than the what. Because of this, we infuse three key themes through all our leadership solutions:

Ongoing *reflection*, *challenge and stretch* are essential to performance and personal growth.

To lead others with credibility, influence and impact, one must explore and master how to *lead their whole self*.

Your actions come back to two attributes that define you as a leader; *direct and inspire* in all you do and say.





+ IT'S WHAT REALLY MATTERS

Who became a great leader through complex models and 'expertise'? Instead, we focus on the real challenges you are facing right now, and creative ways to address them. After all, isn't a workshop where things are actually fixed?



+ IT'S NO MORE THAN YOU NEED

Our discovery sessions are also about exploring what you don't need to do. Because that saves you time and money and enables us to focus only on the most life-changing work with you, and other great clients just like you.



+ IT'S CONTEXT OVER CONTENT

If we know that leadership development works best when it's relevant to your world, isn't tailoring the learning experiences to your context and culture an important place to start?



+ IT'S ABOUT LIFE BEYOND LEADERSHIP

By focusing on mindset and behaviour change, our real interest is the wider impact that a leader has on culture, environment and everyone around them.



+ IT'S ABOUT YOU, NOT US

Many providers believe their value comes from IP and 'expertise'. We'd rather spend our time helping you discover whatever approach will work for you, and then have fun building it together.

OUR UNIQUE PRODUCT

Whilst we love the challenge and scale of our current work, we also know that many leaders are missing out on help particularly in small to medium enterprises.

We've spent time talking to our smaller clients about how we can help. We set ourselves a challenge: *How could we offer the same benefits of our tailored and blended programmes to any organisation or leader and at a similar cost to their only other current option – generic 'off-the-shelf' programmes?*

The answer lay in our experience – of what works, of what can be simplified and in how a collaborative design and discovery session can enable a programme to be efficiently tailored in approach, content and delivery.

We wanted to go further. What if our programmes had a choice of location and date, facilitator, access to on-demand digital content, a leader guide pack to further enhance impact, as well as online forums and evaluation?

All of this is now possible.

WELCOME TO INSPIRING TO LEAD.

THE BEST OF BOTH WORLDS

The value and simplicity of an 'off-the-shelf' leadership programme but with all the benefits of a bespoke blended solution!

MINDSET TO LEAD



Exploring how a growth mindset can help you in all aspects of leadership and life whether you are a people leader, or not.

COACHING TO LEAD



Enabling everyone to grow their confidence to lead others through great coaching, mentoring and sharing of skills.

EMERGING TO LEAD



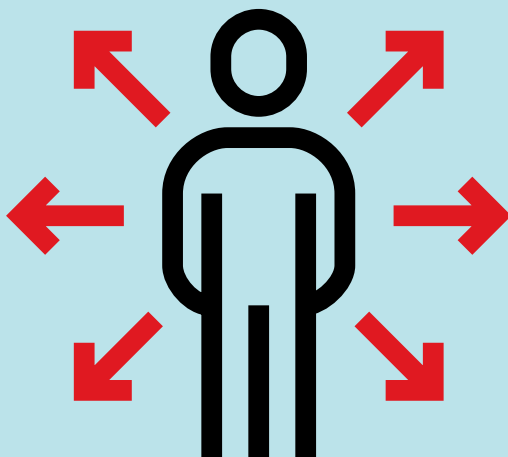
Empowering anyone who has the potential to influence and lead, through providing a solid foundation to define their way of being as a leader.

These programmes include:

- ✓ Facilitated design and discovery session to tailor the content, emphasis and delivery to your challenges, organisation and culture.
- ✓ Choice of facilitator to best suit you and your context.
- ✓ Choice of date, location and venue.
- ✓ Learner exploration and assessment pre programme.
- ✓ A blend of workshops, digital forums, action learning, and coaching.
- ✓ Guidance for the 'one-up leaders'.
- ✓ Online tailored evaluation.
- ✓ Mobile learning companion for anywhere, anytime, any device, on-the-go learning.
- ✓ Programme learning journals.

*Above all, **Inspiring to Lead** offers the opportunity for anyone to experience why Inspire's tailored, blended and simple approach grows minds, leaders and lives!*

MINDSET TO LEAD



WHY MINDSET TO LEAD?

Mindset to Lead challenges leaders' current thinking on how they approach situations, gets them to reflect on how they work and, what they may need to change.

It introduces leaders to Carol Dweck's work on growth mindset and how it can be used to enrich their roles and lives as leaders.



What are leaders saying?

“It is a very powerful concept. I now look at challenges as learning events, and think ‘*what mindset am I bringing to this?*’. That relieves stress, but you also end up performing better because you aren’t questioning everything!”

Who should attend?

Mindset to Lead is aimed at all leaders – whether you lead people, projects, or yourself!



What do leaders gain?

Mindset to Lead enables leaders to:

- explain what a growth mindset is
- choose to have a growth mindset
- progress toward their goal along a clear pathway
- transfer their reflections into journalling
- look at the realities of behaviour change, see the bigger picture and celebrate their progression.

How will organisations benefit?

Your leaders will develop ways to:

- believe they can grow themselves, others and your business through application and experience (even when it's not going to plan)
- embrace and own their journey in the organisation, sharing stories and the lessons they've learnt
- become more trusting, committed and loyal
- be more willing to innovate and collaborate; learning from successes and failures.

What happens before and after?

To ensure leaders are getting what they need from *Mindset to Lead* we:

- hold an initial collaborative design and discovery session to tailor the programme to your needs
- debrief how the programme went after the six-week period
- evaluate effectiveness using Kirkpatrick's four levels.

MINDSET TO LEAD

How...

Leader's Guide

- Programme overview
- Support tools and question pack
- Business outcomes and return on investment
- Commitment to programme

Digital group

- Facilitator and participant introductions
- Progression posts and comments
- Discussion prompts and tips

Exploration

- Reflection of current state
- Self-assessment
- Commitment to programme



Mindset to Lead ½ day

- Experience, reflections and remediation
- Growth mindset
- Your challenge, barriers and self-talk
- Setting your progression
- Beginning the journey

Learning journal

- Content light; experience rich
- Reflection during, between and after workshops
- Commitment to action

Evaluation

- Level 1 questions



Digital group

- Progression posts and comments
- Discussion prompts and tips



Coaching ½ hour session

- Phone based
- Coach-led
- Conversation expectations set via LinkedIn

Action learning group 2 hours

- Participant led
- Reflection and lessons learned
- Celebrate progression

Evaluation

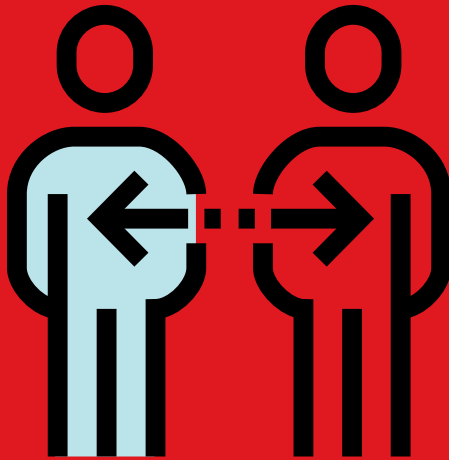
- Level 2 and 3 questions

WEEK 2

WEEK 4

WEEK 6

COACHING TO LEAD



WHY COACHING TO LEAD?

***Coaching to Lead* enables those who are not in a formal people leader role to grow their confidence to grow others through great coaching, mentoring and sharing of skills.**



What are leaders saying?

“This was really well done. I was refreshed on great techniques and it totally reinvigorated my passion for coaching!”

Who should attend?

Coaching to Lead is aimed at all leaders, including those with a responsibility to deliver through others without necessarily having direct reports.



What do leaders gain?

Coaching to Lead enables leaders to:

- confidently have conversations at any time to develop others
- reflect on each opportunity they have and grow from it
- describe what drives performance
- identify when and how to coach, mentor or share knowledge
- have great conversations at all opportunities
- apply the principles of adult learning and communication to developing others.

How will organisations benefit?

Your leaders will develop ways to:

- effectively coach and mentor others
- build leadership capability across the organisation
- create strong cross-functional teams
- think more broadly of the organisation – not just the role they have within it
- have a broader development pathway.

What happens before and after?

To ensure leaders are getting what they need from *Coaching to Lead* we:

- hold an initial collaborative design and discovery session to tailor the programme to your needs
- debrief how the programme went after the six-week period
- evaluate effectiveness using Kirkpatrick's four levels.

COACHING TO LEAD

How...

Leader's Guide

- Programme overview
- Support tools and question pack
- Business outcomes and return on investment
- Commitment to programme

Digital group

- Facilitator and participant introductions
- Progression posts and comments
- Discussion prompts and tips

Exploration

- Reflection of current state
- Self-assessment
- Commitment to programme



Workshop 1 1 day

- Welcome
- Why coaching?
- Leadership approaches
- Great coaching is...
- The coaching conversation

Learning journal

- Content light; experience rich
- Reflection during, between and after workshops
- Commitment to action

Evaluation

- Level 1 questions

- 2 WEEK

START

WEEK 2



Coaching ½ hour session

- Phone based
- Coach-led

Exploration

- Reflection of current state
- People styles questionnaire



Workshop 2 ½ day

- Opportunities to coach
- Boundaries and realities
- People styles at work

Evaluation

- Level 1 questions



Action learning group 2 hours

- Participant led
- Reflection and lessons learned
- Celebrate progression

Evaluation

- Level 2 and 3 evaluation questions



WEEK 4

WEEK 6

WEEK 8

WEEK 9

**EMERGING
TO LEAD**



WHY EMERGING TO LEAD?

***Emerging to Lead* will empower anyone who has the potential to influence and lead within an organisation.**

Through this programme they'll gain a solid foundation to refine their way of being as a leader.



What are leaders saying?

“I had no real idea what was involved in being a leader, or becoming a leader. It’s a whole lot more than I thought, but this has shown me that I have what it takes to ‘give it a go’.”

Who should attend?

Emerging to Lead is aimed at those who are starting their leadership journey. They may be people and technical leaders of any age who want to step up and lead.



What do leaders gain?

Emerging to Lead enables leaders to be:

- clear on who they want to be as a leader and what their next move is
- courageous and confident to give it a go, continually developing and learning who they are as a leader
- curious about their leadership way of being, continually reflecting, learning to feed their curiosity
- demonstrating their way of being and applying a growth mindset
- moving in the direction they want to go and driving their own development and opportunities
- knowing the leadership fundamentals and what great looks like.

How will organisations benefit?

Your leaders will develop ways to:

- set positive habits and beliefs for life-long learning
- continually demand and request more opportunities to grow their leadership skills
- be open to the world of leadership and know if it's a pathway they want to follow
- become vocal leadership advocates, sharing what they've achieved through the programme and are driven to continue.

What happens before and after?

To ensure leaders are getting what they need from *Emerging to Lead* we:

- recommend attending *Mindset to Lead* as a foundation
- hold an initial collaborative design and discovery session to tailor the programme to your needs
- debrief how the programme went after the nine-week period
- evaluate effectiveness using Kirkpatrick's four levels.

EMERGING TO LEAD

How...

Leader's Guide

- Programme overview
- Support tools and question pack
- Business outcomes and return on investment
- Commitment to programme

Digital group

- Facilitator and participant introductions
- Progression posts and comments
- Discussion prompts and tips

Exploration

- Organisational-specific leadership framework
- Self-assessment
- Read 'Way of being'
- Commitment to programme



Workshop 1 1 day

- Welcome
- *Mindset to Lead* overview
- Manager vs leader
- The great holistic leader
- Situational leadership
- Communication styles

Learning journal

- Content light; experience rich
- Reflection during, between and after workshops
- Commitment to action

Evaluation

- Level 1 questions

- 2 WEEK

START

WEEK 2



Exploration

- Reflection of current state
- Self-assessment



Workshop 2 1 day

- Reflection
- Your leadership identity
- Leading in different situations
- Transitioning to a leader
- Mapping your journey

Evaluation

- Level 1 questions

Action learning group 2 hours

- Participant led
- Reflection and lessons learned
- Celebrate progression

Digital group

- Progression posts and comments
- Discussion prompts and tips



Coaching (optional) ½ hour session

- Phone based
- Coach led

Evaluation

- Level 2 and 3 questions

WEEK 4

WEEK 6

WEEK 8

WEEK 9

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