



LEADERSHIP ESSENTIALS

ELEVATE PROGRAMME

LEADERSHIP ESSENTIALS ELEVATE Programme

The essential toolkit for building a leadership foundation.



In-person: 4.5 Days
Online: 10 Weeks



In-person and Online:
Beginner to Intermediate



In-Person Early Bird: * \$3,150+GST | \$3,700+GST
Online: \$1,630+GST

Snapshot

- Made up of three themes: **Leading Self, Leading Others and Leading Business Performance**
- Offered as **in-person learning or online learning**
- For **new managers looking to build a leadership foundation.**

Overview

Zeroing in on the key areas that make great managers and leaders successful, the Elevate programme provides an essential toolkit for emerging and new leaders.

The Elevate programme consists of three modules: Leading Self, Leading Others and Leading Business Performance.

Each module is made up of three key topics and gives a detailed understanding on how to lead and drive business in today's complex environments.

You'll come away with the practical tools to create strong connections, drive performance and lead teams and people with confidence and conviction.

Outline

- Learn to play to your strengths and build your weaknesses
- Easily lead a diverse team with more impact
- Drive productivity and growth in yourself and others
- Build your resilience and manage difficult people
- Master department goal setting and planning
- Lead change and innovation.

Why our programme?

Developed and run by experienced and dynamic facilitators, you are given a toolkit that can be immediately applied in your place of work.

Training Format

In-person Learning:

Our public workshops consist of three, one and a half-day sessions spread across three months. Each session covers one of the following topics: Leading Self, Leading Others and Leading Business Performance.

Online Learning:

Online training is a great alternative when face-to-face learning isn't ideal or for situations when learning from your home or work is more convenient.

This training format consists of the same learning modules but is broken down into a 10-week online course. Each week there is a one hour facilitated webinar accompanied by two hours of online activities. The shorter, more regular sessions mean that learners don't need to take full days out of the office in order to do this training like they would with the in-person training.

Who Is This Course For?

- Emerging leaders about to start a new role
- Leaders who have responsibility for a team but no formal training
- Those who need a refresher in the capabilities of management and leadership.

Benefits To Your Employer

By undertaking the Leadership Essentials ELEVATE course, you'll gain the leadership skills needed to drive high performance in your team, set departmental goals and manage your team more effectively.

Many businesses have increased the speed in achieving the desired future direction of the organisation by putting their employees through our ELEVATE course.

"(Since completing the ELEVATE Programme) we feel a lot more confident that our leaders have the right skills and tools."

Leisha Holliday
Recruitment and Development Leader for Calibre Group



*Book 8 weeks prior to the in-person course commencement and receive 15% off.

LEADERSHIP ESSENTIALS ELEVATE Programme continued

Learning Outcomes

Leading Self Module

The Self-Aware Leader

Most good managers have sound product knowledge or technical skills, the ability to manage relationships and the motivation to succeed. But exceptional managers are also self-aware.

- Learn what makes a great a leader
- Define your strengths and development areas
- Understand how your emotions and actions impact others
- Use strategies to manage emotions and make a positive impact.

The Resilient Leader

Get tips and techniques to self-manage anxiety and stress and create a resilience plan that will help you bounce back from setbacks and thrive in high-pressure environments.

- Tools to overcome anxiety and stress
- Create a resilience plan to bounce back from setback
- Learn to thrive in high-pressure environments.

The Courageous Leader

Having the confidence to manage tough conversations and conflict is an essential leadership skill. Your approach can make or break relationships and determine decisions and their outcomes.

- Apply practical responses to conflict
- Equip yourself to handle hard conversations
- Get to grips with uncertainty and turn it into opportunity.

Leading Others Module

Building and Leading Teams

Learn strategies for building great teams and creating successful team dynamics. You will develop skills that enhance communication and trust and align team members around shared goals so they can effectively plan, communicate, execute and deliver.

- Understand behaviours and roles at the core of successful teams
- Identify and apply the stages of team development
- Building high-performing and motivated teams.

Influencing Others

Every leader needs to be able to engage with people and get their buy-in and approval. Learn to recognise which influencing style is required in different situations and develop strategies to help you achieve the outcome you desire.

- Understand core skills of effective influencers
- Access your personal influence approach
- Get to know a range of influencing styles and effectiveness
- Master storytelling as a powerful influencing approach.

Feedback for Results

Effective feedback is a crucial part of improving individual and team performance. This module focuses on the one-on-one conversations held between managers and their direct reports. You'll get to know your own feedback style and use models to plan and prepare positive developmental and personal feedback.

- Use tools to give effective feedback on hard topics
- Provide feedback and coaching that will improve quality and motivation
- Discuss strategies for seeking and receiving feedback.

Leading Business Performance Module

Business Focus and Planning

A business plan is a powerful tool for bringing objectives and goals into focus. This workshop takes you through business or departmental goal setting and introduces a few widely used planning tools. You'll leave with a high level 'plan on a page' that you can build on for future success.

- Grasp business and department goal setting
- Develop a strategic approach for achieving results
- Apply a range of planning tools that will lay the foundation for future success.

Leading Change

Periods of change can be challenging – and sound leadership is essential to help people make positive transitions. Explore your role in communicating and planning change, find out how people typically respond and why, and learn tactics to help manage their responses and resistance to it.

- Analyse responses to change
- Use strategies to successfully navigate change
- Understand your role in planning and communicating change
- Get the skills to manage resistance to change and support others through change.

Business Evolution

Innovation and the continual evolution of processes and products are imperative for organisations that don't want to get left behind. Learn the importance of continual evaluation and review. Come away with tools that will help you drive innovation in your organisation.

- Explain the business imperative for innovation
- Grasp the connection between creativity and innovation
- Work through a case study of an innovative organisation
- Learn tools to drive creativity and innovation within your organisation.

IN-COMPANY OPTION

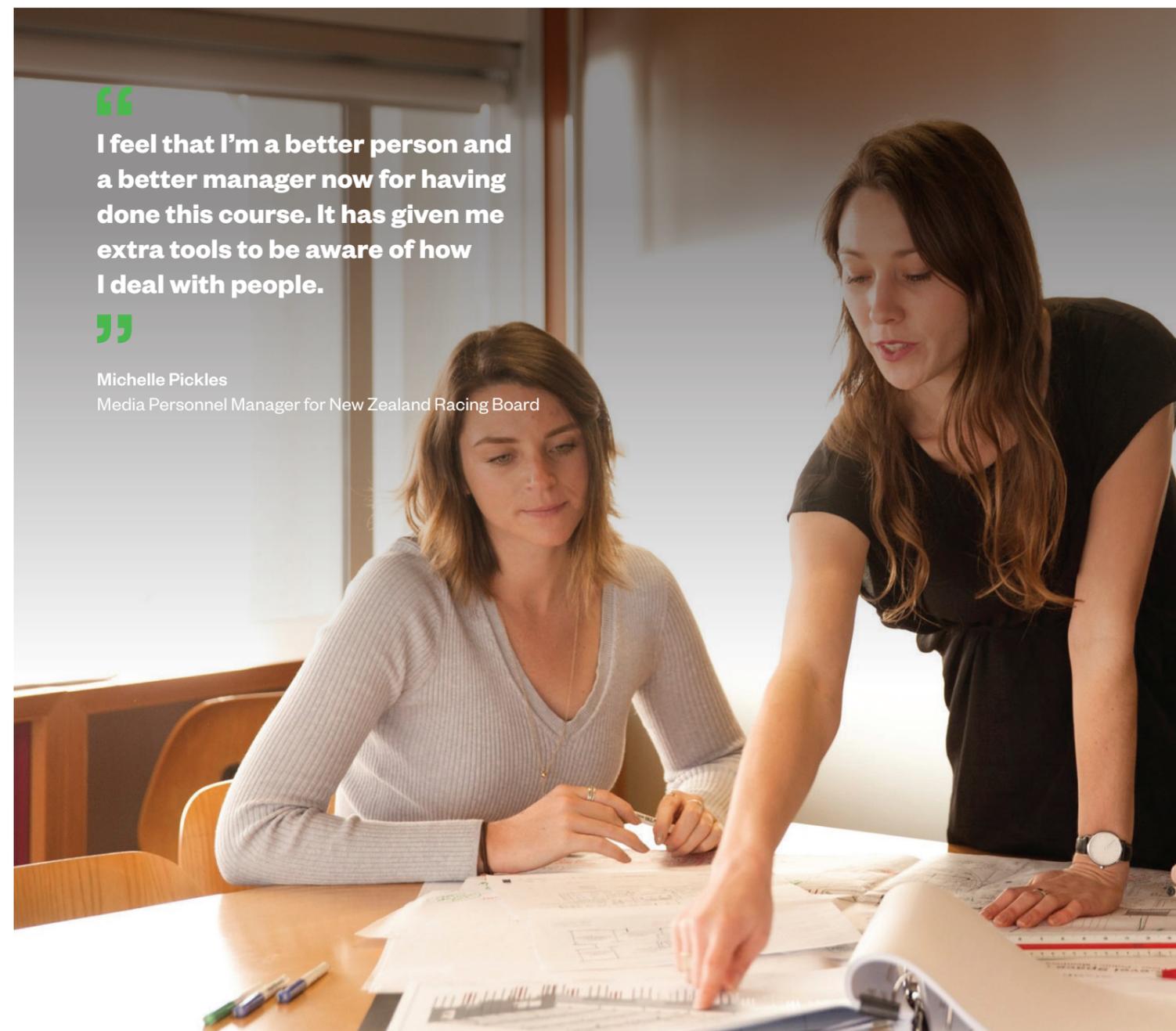
IMNZ works with leading organisations to deliver high-quality learning programmes customised to meet specific organisational needs. Contact us for in-company solutions.

RECEIVE UP TO 50% OFF

SMEs may qualify for NZTE Capability Development Vouchers to help pay for IMNZ programmes and courses. Find out more at www.regionalbusinesspartners.co.nz

BULK PURCHASE OFFER AVAILABLE

Book 3 or more people on the same course and receive 20% off all registrations. **Note:** Available for In-Person training only.



“

I feel that I'm a better person and a better manager now for having done this course. It has given me extra tools to be aware of how I deal with people.

”

Michelle Pickles
Media Personnel Manager for New Zealand Racing Board

ELEVATE PROGRAMME



Online Solution a 10 week all online experience
See our website for in-person training options

IMNZ

Module 1: Leading Self (9 hours total)



Module 2: Leading Others (9 hours total)



Module 3: Leading Business (9 hours total)

