

# EVOLVE



Do your leaders know how to lead?  
Is it time to provide the training they need to be the leaders you need?

## DIAGNOSTIC

Do your leaders need to:

- » transition from being a 'doer' to a leader?
- » learn and apply 'soft skills' to maximise their leadership ability?
- » gain an awareness of the key roles a leader needs to fulfil?
- » learn and apply those skills to effectively lead a team?
- » understand how to cultivate and develop a high performing, ethical team culture?
- » learn how to align individuals and teams to organisational vision, values and purpose?

## THE TRAINING PROGRAMME

This is a two-day programme for developing leaders.

We train a minimum of 10 people and a maximum of 16 people per programme.

## ABOUT THIS COURSE

This course provides practical tools and skills to help aspiring and developing leaders to fulfil their key roles of managing the team as a whole, the tasks and the individuals within the team. Participants will reflect on their individual skillset and personal style and learn practical skills needed to lead a team of people, whilst enabling a high performing, positive team culture.

The programme begins with identifying and developing the vital 'soft skills' necessary for positive leadership. It then moves into practical leadership skills to enable the effective management of tasks, the team, and individual team members. The course culminates by aligning leadership intent with organisational values and purpose.

REGISTRATION INFORMATION

## PERSONAL DEVELOPMENT JOURNAL

Participants are provided with a personal development journal and are guided through its application to their role. The journal can create a foundation for ongoing mentoring, should individual participants choose that option.

## WHO IS THIS FOR?

This programme is for new and developing leaders to hone their existing skills or to develop new skills to help them manage their team effectively.

## WHAT WE COVER

This programme seeks to improve participants' effectiveness as leaders.

Specific topics include:

- » Influential leaders
- » Emotional intelligence
- » Human behaviour
- » Human needs
- » Team development
- » Checking in and one-on-ones
- » Leadership communication
- » Feedback
- » The art of delegation
- » The big "why?" – Organisational Vision/Values/ Purpose

## WHAT PARTICIPANTS ACHIEVE

- » Improved awareness of both personal and team behavioural styles
- » Enhanced 'soft skills,' vital for effective leadership
- » Enhanced communication ability and skills
- » Awareness of the key roles of a leader, and the tools needed to be effective
- » Improved ability to cultivate and develop a positive, ethical, high-performing team culture
- » Improved ability to align their team with your organisational vision

LEADERSHIP PROGRAMMES BY

**O S A C O**

HUMAN RISK FACTORS

# EVOLVE



## WHO DELIVERS THE TRAINING?

The programme has been developed and is delivered by an experienced leader and manager of people, Craig Gilbert. Craig has worked successfully with high performing teams and knows what it takes to transform team dynamics.

"Many people approach me to facilitate team building to help increase team engagement, and improve integrity and culture. My response is always, "Tell me about your circle of influence?" I'm a big believer in leaders being aware of their own circle of influence to enable a positive, ethical, high performing team. Positive leadership grows positive culture, positive culture grows positive performance.

"High performing leadership connects the needs of the organisation with that of the team and the individuals who make up that team. Being an effective leader isn't

something that comes in a box along with a promotion, it's a skill that needs to be learned, continuously evolving, and reviewed so that it remains fit for purpose. Successful leaders acknowledge the gaps in their knowledge and skillset with humility and self-awareness, and continuously improve their leadership ability."

“ In this course we start with the foundations of effective leadership and build skills that are vital for leading a high performing team aligned with organisational vision. ”

Craig Gilbert, Course Facilitator

## COURSE FEE

**On-site** (using client's training room):  
**\$645 per person**

**Off-site/open course** (including venue hire & catering):  
**\$795 per person**

(Please note that GST, and disbursements such as facilitator travel costs are additional to the above fees.)

## OSACO LEADERSHIP PROGRAMMES

This is a companion programme for OSACO's team programme – CONNECT and advanced leadership programme – ACT. EVOLVE participants can also access one-on-one coaching or mentoring with Craig, or our other leadership specialists, to support their ongoing professional development. Contact us to discuss options.



# WE LOOK FORWARD TO HEARING FROM YOU.

We're always open for a conversation so please do get in touch.

All conversations with us are considered confidential, handled with discretion and, of course, without any obligation.

**EMAIL US TO REGISTER**

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