



Leadership at the Top Workshop

A leadership program created for busy executive managers by Robert J Re, Principal of Robert J Re and Associates

In case you missed it, two recent studies have again put Leadership in Australian Organisations in the spotlight.

Both the Australian Institute of Management (AIM) Survey and the University of Technology Sydney (UTS) Survey have highlighted the skills gap in the crucial area of leadership and have rated our leadership as average at best and even less than average, in key areas of people development.

But rather than dwell on this we need to focus on what needs to be worked on and how to quickly and effectively remedy this situation. We do know that an improvement in leadership skills is a proven way of improving the effectiveness and productivity of our organisations.

With over 30 years of experience in Leadership Development, Robert J Re and Associates have been able to develop a **highly effective CEO and Executive level program** guaranteed to immediately improve the skills of your Executive Team and the productivity of your organisation.

Title: The TOP Leadership Workshop

Duration: Two days

Designed for: CEO and Executive Team

Key Features: Conducted in-house and specifically incorporating your organisations' Corporate Direction and Strategies

Content Areas:

- The four conditions created by leaders
- Essential differences between Leadership and Management
- Why organisations are often over managed and under led!
- The proven link between Leadership and productivity, quality and morale
- Studies of the best organisations in Australia (and overseas)
- Measuring Leadership Performance
- Developing a leadership competency model for your organisation
- Tying Leadership KPI's into the Performance Management System

Outcomes:

- A more cohesive, skilled Top Leadership Team
- A Leadership Competency Model designed for your organisation by your Leadership Team
- Ongoing improvements in productivity, quality and morale

Why not contact Robert J Re and Associates now to discuss your specific needs and arrange a booking for this highly effective workshop?





Workshop Details

RATIONALE:

Whilst most senior managers have participated individually in a number of Leadership and Management Programs, Courses, Degrees etc. few may have had the opportunity of improving skills in a team environment.

Peter Senge in his book '*The Fifth Discipline – The Art and Practice of the Learning Organisation*' called it simply 'Team Learning'. Team Learning, maintains Senge, allows the group to attain insights not attainable individually.

PREWORK:

- The role of a Senior Executive Pework
- First XI –Assessing our Organisation against the nine principles of Australia's 'Best'
- The Five Dysfunctions of a Team

TWO DAY WORKSHOP OUTLINE:

- Organisational Roles – three main elements. Assessing the current role of leader, manager and operator. Determining the optimal roles in the future
- Assessing Management Styles and management effectiveness
- The First XI –winning organisation in Australia
- Silos, Politics and Turf Wars –internal customers and stakeholder analysis
- The Five Functions of effective teamwork
- Application of team learning into the workplace
- Workshop evaluation

INVESTMENT:

\$7,500, including planning, preparation and facilitation of two day workshop.



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