

# Foundational Leadership Practices I and II

Insight to Influence's Foundational Leadership Practices program develops the fundamental capabilities required to successfully lead people and create high-performing teams. The program is designed to be delivered across two phases with periodic intervals. This approach enables more sustainable learning outcomes through the practice and application of new skills, knowledge, tools and techniques back into the workplace.

## PRIMARY FOCUS ON 'SELF'

In order to grow, leaders must understand 'self' before they can develop others. Phase I learners come to appreciate the strengths and the shadow effects of their dominant styles, unconscious biases and inferences. The learners practice adaptive skills in order to modify their personal preferences across a variety of situations. At the completion of Foundational Leadership Practices I, the learners have developed their 'personal effectiveness' capability.

## PRIMARY FOCUS ON 'OTHERS'

Phase II strengthens the learner's capacity to transform strategy into action plans, set standards and build an effective team culture. The learners continue to deepen their Phase I insights whilst developing the skills to align their teams, coach for performance, lift employee engagement, and set and achieve business objectives. At the completion of Foundational Leadership Practices II, the learners have developed their 'team effectiveness' capability.

*“Better learners make better leaders and ongoing development is central to future success”*

## PROGRAM OUTCOMES

*Practical and business relevant tools and techniques to apply in the workplace*

*Change intelligence and a continuous improvement mindset*

*Productive problem solving and management of conflict*

*Enriched performance and development conversations*

*Meaningful goals and development action plans*

*Personal effectiveness, resilience and management of time*

*Trusted relationships and the application of adaptive communication skills*

*Effective peer networks for ongoing support are established*



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*The higher you climb, the more unstable it becomes and strong foundational skills are vital.*

*Successful leaders are self-aware, cultivate engagement and develop others to their fullest potential.*

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The Foundational Leadership Practices program is an introductory experiential learning pathway designed to enhance the capability and role effectiveness of people managers. Where applicable, our consultants work with the appropriate stakeholders to ensure that the final design of this learning intervention is

aligned with the business context and priority development needs of the participants.

To achieve the most sustainable development outcomes, Insight to Influence recommends intervals of 2-4 weeks between each learning session so that new skills and knowledge are applied and

practiced in the workplace. This process also provides learners with an opportunity to reflect on their workplace experiences at the following sessions which cements their learning and the ongoing application of foundational leadership practices in the day-to-day operating environment.

## MANAGEMENT FUNDAMENTALS I

### FULL DAY

- Self-awareness
  - Personal styles and preferences
  - Unconscious biases, assumptions and inferences
- The effective leader
  - Authenticity
  - Situational Leadership
  - Adaptive versus technical skills

### 2 X ½ DAYS

- Communicating with influence
  - Difficult conversations
  - Conflict management
  - Creative problem solving
- Change management
- Resilience
- Time management

### 2 X ½ DAYS

- From strategy to priority action plans and goals
- Building high performance teams
  - Working with purpose and clarity
  - Delegation
  - Managing performance

### 2 X ½ DAYS

- Motivation and engagement
- Coaching conversations
- Leading people through times of change
- Learning commitments
- Peer support networks



*Insight to Influence is an organisational development consulting firm that works holistically to improve business performance across three pillars of transformation: People, Technology and Processes.*

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*Curious? Call us for a no obligation program overview.*