

FUTURE LEADERS

DEVELOPING
TRANSFORMATIVE
LEADERS

World Class
Leadership
Development
Programme

9 one day Masterclasses
Virtual or in Person Delivery

- The Self Aware Leader
- Leader as Change Agent
- Leader as Organiser
- The Matrix Leader
- The Optimised Leader
- The Commercial Leader
- Leader as Communicator
- The Influential Leader
- Leader as Coach



Devised by

Margaret Considine
Global Corporate Trainer,
Thought Leader, Keynote
Speaker & Author

LEADERSHIP AND EXECUTIVE DEVELOPMENT FOR TODAY'S AND TOMORROW'S DECISION MAKERS

View all our corporate training courses at www.equita.ie



Programme Overview

An intensive blended learning programme designed to give Business leaders maximum impact from a minimal time away from work and optimising their ability to develop, train virtually and apply new concepts and techniques, from multiple global locations on connected topics, bolstering their leadership acumen. This work aims to provide a Business context customised and taught leadership practical programme to explore individual and team leadership styles and facets across the following areas.

- The Self Aware Leader
- Leader as Communicator
- The Matrix Leader
- Leader as Organiser
- Leader as Coach
- The Commercial Leader
- The Optimised Leader
- Leader as Change Agent
- The Influential Leader

Programme Objectives

To assist Directors, Senior Managers, and Managers who, following talent calibration and/or S.W.O.T. analysis, want to expand their leadership impact both to their teams and HQ by benefiting from formal training to support leadership style insights. To develop personal understanding and team impact of leadership in action and to build an armoury of leadership tool kits to enhance the leadership progress and their professional practice in future calibrating Business experts to lead in a fit for future world. FUTURE LEADERS will prepare Business Experts to become People and Business Leaders for today's world of work.

Programme Benefits

- Analyse their role of the leader in a rapidly changing industry.
- Identify the importance of flexibility and adaptability in developing people and in managing diversity and change.
- Understand own leadership style and how to adapt it for unique specific teams.
- Enable constructive communication by increasing the frequency and quality of conversations about performance and development
- Help others develop competence and commitment through a structured coaching model.
- Teach others how to provide their own direction and support and ultimately more self-sufficient.
- Value and celebrate differences.
- Understand how to stretch into some of the softer and less technical skills with sophistication and dexterity.
- Have an authentic presence and be influential on the Business geographic leadership stage.
- Gather a range of relevant toolkits to use with discernment in corporate scenarios and lead change in the world of work of the future.



"You have made the best choice if you have chosen to work with Margaret Considine and the EQuita Group"
Julie Sinnamon CEO Enterprise Ireland

Progressive leaders and managers who want to improve their management skills

Individuals new to the challenge of people management in their Industry

Those facing significant change in their work environment

Individuals who want to optimise their teams potential

Those interested in building strong teams of talented successors

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LEADERSHIP AND EXECUTIVE DEVELOPMENT FOR TODAY'S AND TOMORROW'S DECISION MAKERS

Pillar 1

The Self Aware Leader

This session examines the concept of personality and self-awareness and self-knowledge using the DiSC profile to understand the preferences of individuals and self to aid leaders and managers to gain a psychological understanding of human preferences in the workplace. Each individual will complete the DiSC psychometric and will gain a full insight to it during this training session and will have a confidential one to one follow up Coaching session to fully understand what this means to them and their leadership.

Pillar 2

Leader as Organiser

This session focuses on managing and optimising work, productivity, communication and motivating the team in a face to face and remote environment to inspire efficiency and effectiveness.

Pillar 3

The Optimised Leader

This session focuses on team optimisation, team dynamics, team roles and effective delegation to gain synergy. To include follow on short focus group review of team dynamics for intact teams to aid team working optimisation.

Pillar 4

Leader as Communicator

These two sessions will enable participants to understand the process of communication, tools and skills to then apply to their leadership activities. The more successful one gets, the larger the projects to run, the greater the number of people who are impacted by the work, and the greater the number of people who can influence it.

Pillar 5

Leader as Coach

These sessions examine the concept of leadership for individual leaders. It is supported by the informed analysis from the LBAII psychometric and helps to define leadership in your organisation's context. The team begin to build a picture of themselves individually as leaders and what is required now to be successful and ready for the future. The relational aspects of leadership are also addressed. Looking at the leaders' ability to authentically engage with others within and outside the organisation. Each of the participants will complete the LBAII psychometric to ensure that each leader is fully versed and aware of the element of their traits, styles and team profile, to maximise their contribution and leadership development.

Pillar 6

Leader as Change Agent

Over 50% of all organisational change initiatives are unsuccessful not because of the outside pressure driving the change but because of internal organisational challenges. During a time of change, organisations need to take control of how the internal change process is implemented and to manage the process effectively through farsighted insight, integral vision, effective communications and managing resistance to change. This session will look at the benefits of developing and mastering the art of effective change management to successfully lead through times of static and dynamic change. Supported by relevant research, it will provide the team with the tools and techniques needed to deliver change.

Pillar 7

The Matrix Leader

In this session, having conducted stakeholder mapping we will look specifically at how to influence stakeholders who are peers, bosses and others that we have no authority over by learning how to successfully use the six steps of the Bradford & Cohen model and the currencies of psychological exchange.

Pillar 8

The Commercial Leader

This session will focus on building commercial acumen, developing negotiation skills and relationship management skills and tools to successfully resolve conflict. Master the art of distributive and integrative negotiations, the dynamics and process of world class negotiation.

Pillar 9

The Influential Leader

The objective of this session is for the participants to understand what influence is and how to influence authentically throughout their career. This section of the programme is a mix of taught models and concepts with role play application to broaden understanding of influence and trust in the workplace. Pre and Post course work will be provided to ensure an element of self-paced learning is present.



About EQuita Group

The EQuita Group is the business consultancy and corporate training company of choice for many companies nationally and internationally. Our services include leadership and executive development, skills-based training, commercial negotiations and workplace productivity solutions and as strategic advisors to client organisations.

Founded by CEO Margaret Considine in 2001, the EQuita Group continues to be one of Ireland's leading consultancy practices in its fields of specialist expertise. Margaret is a leading expert in Negotiation and Executive Education and an international keynote speaker.

Margaret has had many articles published in national and international journals, is the author of six books, and is regularly asked to contribute across all media platforms including television, radio, and online.

Our consultants are all experts in business and organisation development; many of them are authors and keynote speakers; they are skillful at devising resonant customised solutions for each client, leading to excellent long term relationships and loyal customers.



Our Clients include:



EQuita Group Ltd. Suite 15, Tallaght Business Centre, Whitestown Business Park, Dublin 24, Ireland.

P: +353 (1) 293 4741
E: talktous@equita.ie
W: www.equita.ie

How to get the most out of this programme

FUTURE LEADERS

World Class Leadership Development Programme

FUTURE LEADERS delivers on the development potential of your organisation by up skilling the leadership style of your key players.

1

Attend all 9 Live Pillars of the FUTURE LEADER programme

- Pillar 1 The Self Aware Leader
- Pillar 2 Leader as Organiser
- Pillar 3 The Optimised Leader
- Pillar 4 Leader as Communicator
- Pillar 5 Leader as Coach
- Pillar 6 Leader as Change Agent
- Pillar 7 The Matrix Leader
- Pillar 8 The Commercial Leader
- Pillar 9 The Influential Leader

Time investment : 9 days

2

Apply the work from each session to own team leadership objectives

Time investment: 1 hour prior to each session plus 1 hour following each session

3

Complete a custom group business plan during the programme, present it at Module 9

Time investment: 9 days plus one hour pre and post each session.

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Leadership | Influence | Change