

ASCEND ENGINEERING

DEVELOPING LEADERS
IN THE ENGINEERING
INDUSTRY

World Class
Situational
Leadership+
Programme



8 (half day sessions)

Virtual Masterclasses

- Leadership and Leadership Style
- Influence Authentically
- Stakeholder Management, Presence, and Communicating Strategically
- Influence without authority
- Leader as a Change Agent



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 engineering 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 an engineering context customised and taught leadership practical programme to explore individual and team leadership styles and facets across the following areas.

1. Leadership and Leadership Style
2. Influence Authentically
3. Stakeholder Management, Presence, and Communicating Strategically
4. Influence without authority
5. Leader as Change agent

Programme Objectives

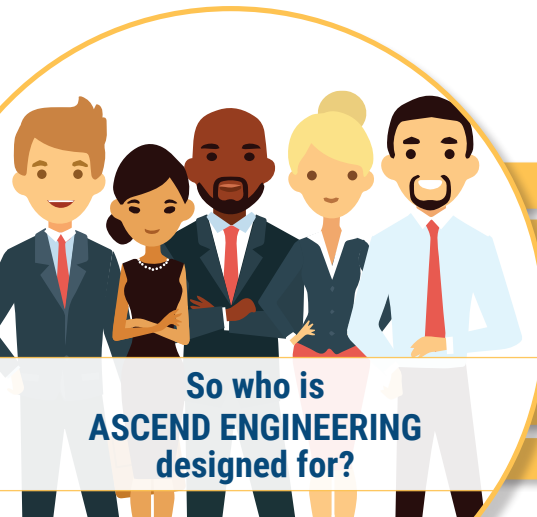
To assist Directors, Senior Engineers, and Engineering Managers who, following talent calibration and/or S.W.O.T. analysis, want to expand their leadership impact both to their teams and HQ by benefiting from formal training to support leadership style insights. To develop personal understanding and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

Programme Benefits

- Analyse their role of the Engineering leader in a rapidly changing organisation
- 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 engineering geographic leadership stage.
- Gather a range of relevant toolkits to use with discernment in corporate scenarios and lead change in the engineering world of work of the future.

"Margaret's clarity of vision, thought leadership and practitioner experience made a huge difference to achieving programme outcomes. In her delivery Margaret brings an enthusiasm, energy and pragmatism like no other and sessions have proven to be thought provoking, engaging & fun."

Laura Brady, Director of HR Workday



**So who is
ASCEND ENGINEERING
designed for?**

Experts, Engineering leaders and management

Companies planning for their future leadership

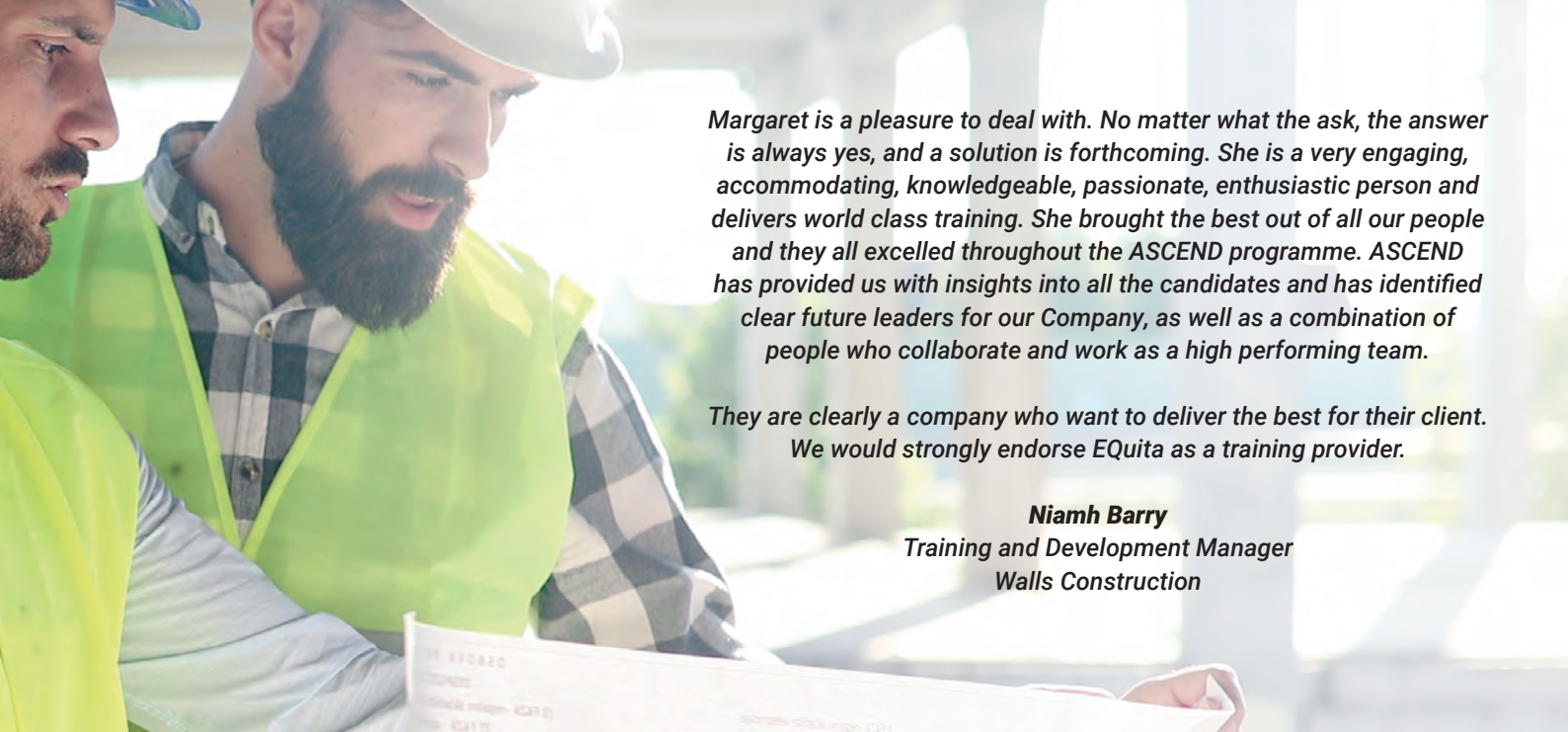
Individuals new to the challenge of people management in Engineering

Individuals who wish to improve their people acumen

Businesses who value building strong teams of talented managers and leaders

All companies who want to develop their cadre of leaders

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Margaret is a pleasure to deal with. No matter what the ask, the answer is always yes, and a solution is forthcoming. She is a very engaging, accommodating, knowledgeable, passionate, enthusiastic person and delivers world class training. She brought the best out of all our people and they all excelled throughout the ASCEND programme. ASCEND has provided us with insights into all the candidates and has identified clear future leaders for our Company, as well as a combination of people who collaborate and work as a high performing team.

They are clearly a company who want to deliver the best for their client. We would strongly endorse EQuita as a training provider.

Niamh Barry
Training and Development Manager
Walls Construction

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

Pillar 1

Situational Leadership

2 Sessions + applied work
Art of Leadership & Leadership Style

These sessions examine the concept of leadership for the 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 participant will complete the LBAII psychometric to ensure that each leader is fully versed and aware of the element of their traits, styles and to maximise their contribution and leadership development.

Pillar 2

Influence Authentically

2 Sessions + applied work
What Influence is and how to Influence Authentically

The objective of these two sessions 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 application. Pre and Post course work will be provided to ensure an element of self-paced learning is present.

"Choosing EQuita as our Strategic Partners has been the best business decision we have ever made"

Chris Kilpatrick - Managing Director
KCC Architectural

Pillar 3

Stakeholder Management

2 Sessions + applied work
Process of Stakeholder Management & application to leadership activities

These two sessions will enable participants to understand the process of stakeholder management, and then apply that 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. Some can help. Others can undermine, potentially bringing projects and careers – to a shuddering halt. Stakeholder Management is the process used to identify the key stakeholders in projects, and then win their support. Once you know who you need to get support from, you can develop a clear plan to ensure that you actually secure support. Applied tool kit provided.

Pillar 4

Influence without Authority

1 Session + applied work
How to influence Stakeholders

In this session, following on from the 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 5

Leader as Change Agent

1 Session + applied work
Mastering the art of change management

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 the 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 participants with the tools and techniques needed to deliver dynamic change.

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:



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How to get the most out of this programme

ASCEND ENGINEERING

World Class Situational Leadership+ Programme

ASCEND Engineering delivers on the development potential of your engineering organisation by up skilling the leadership style of your key players.

1

Attend all 8 Live Modules – across the five pillars of the ASCEND ENGINEERING programme

- Pillar 1 Situational Leadership**
Know your style
- Pillar 2 Influence Authentically**
Know your impact
- Pillar 3 Stakeholder Management**
Optimise relationships
- Pillar 4 Influence without Authority**
Matrix influencing
- Pillar 5 Leader as Change Agent**
Be the agent of change

Time investment : 8 (half day sessions)

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 built tried and tested people plan for your business

Time investment: 4 hours following 1 and 2 above. This is built incrementally after each session. Templates provided

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Leadership | Influence | Change