

Positive Leadership Programme



*A **leader's** task is to work with
people's **strengths**
in such a way, so that their
weaknesses become irrelevant*

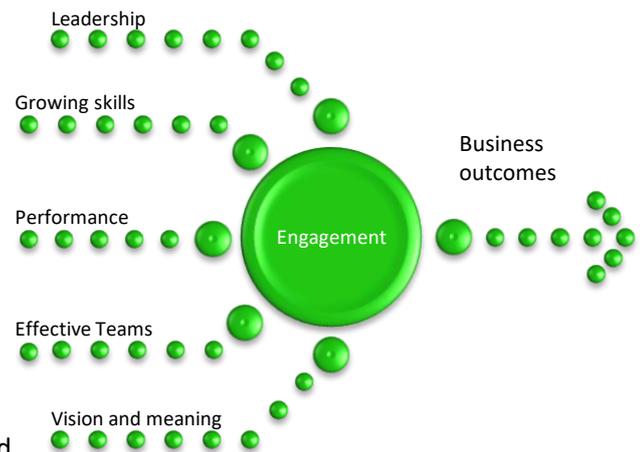
Peter Drucker

Positive Leadership

Our approach to leadership development has its research foundations in Positive Psychology and Positive Leadership. Our focus is on generating engagement so that people are energized and exert discretionary effort, become more innovative and collaborative, demonstrate genuine commitment and align their efforts to the organization, and are happier and healthier. 80% of engagement is based on a person's relationship with their line manager. By focusing leadership development activities on helping managers to build authentic relationships with their staff, we can generate more successful outcomes for the organization.

The programme contains six modules which can be delivered two-hour sessions, or two one-day workshops. The modules include:

- The role of a leader
 - What is leadership versus management and what are the rewards of leadership?
 - How to position yourself to meet the challenges of leadership – building resilience and positivity in a complex and demanding world
- Growing and respecting skills
 - Using a strengths based approach to development
 - Using appreciative enquiry as a way of respecting skills and building improvements
- Creating a performance culture
 - Using active constructive responding to listen for, and recognise, what people are proud of
 - Addressing fatal flaws effectively
- Building an effective team
 - Managing values and the positive communication ratio to build a positive climate, more interaction and improved productivity
 - Helping team members connect
- Vision and meaning
 - Reconnecting people with the meaning of work and the business
 - Creating a line of sight between individual and organizational objectives.
- Using these approaches in coaching to drive engagement



All modules have post-course implementation plans and support for implementation through coaching by the facilitators and an app. This provides motivation and on-going support for the transfer of skills to the workplace – often the hardest part of leadership development – helping people take those first steps.



Who we are

John Eatwell (M.A., Chartered Organisational Psychologist, IOD, Psych Society).

John has worked with a number of organisations to define successful leadership and measure Team Leaders through to Executives against these in *Development Centres*, feeding the results and compiling development plans. He has created *Leadership development programmes*, taking individuals from first appointment through the first five years of their leadership journey including induction, transition to management, core leadership and management skills and development of the depth of their knowledge through further study. John runs *Positive Leadership* and *Leaders Coach* courses and supports the implementation of leadership on the job through coaching.



Pete Cammock (PhD)

Peter has worked with NZ's top companies on their leadership development over the last 20 years as well as being a key driver of the Public Sector Leadership Development and the Canterbury and Otago Executive MBA Programmes. He has a strong interest in complexity, creativity and positivity in leadership and in the personal foundations of emotionality, character and alignment that underlie effective organizational leadership. Described as "one of the nation's best leadership writers" Peter is the author of two books, "The Dance of Leadership" and "The Spirit of Leadership" and a number of international publications.

Andrea Gardner (M.A., Chartered Organisational Psychologist, HRINZ, Psych Society).

Andrea is a seasoned organizational psychologist and human resources practitioner with experience in the public and private sectors. Andrea has particular interest and expertise in the areas of leadership development, culture and engagement, psychometric assessment, staff selection, and HR policy and process. An accomplished facilitator and trainer, Andrea has worked with diverse groups of people in NZ and in far-flung international locations. She adapts her style to suit each industry but has a particular affinity for local and central government, manufacturing and professional services. Andrea is engaging, creative and down to earth. She prides herself on her ability to design and deliver workable, effective and original solutions to organizational challenges.



Tom Matthews (B.Sc., M.Ed., Cert. Counselling, Post Grad Dip Business)

Tom's background includes having completed Masters degrees in solution focused counselling, education and postgraduate business leadership. He has spent the last decade studying the field of positive psychology and its applications to individual and organisational change and leadership which has created a solid platform of techniques and experiences to draw on for the coaching work he does. Tom Lectures on leadership at the University of Canterbury. As a lecturer, counsellor, and facilitator, Tom focuses on practical, scientific interventions that enhance wellbeing and resilience, which ultimately open the pathways toward increased human functioning.



www.strategicleadership.nz

info@strategicleadership.nz

0508 787 2847