The Authentic Leadership Program

Module 1: Leading with Emotional Intelligence

Authentic Leaders

Authentic leaders inspire us with their ability to envision the future and communicate it with such clarity that we want to be a part of it. They know success relies on their capacity to capture the hearts of their people and focus their people’s emotional energy towards the work of the organisation. Authentic Leaders inspire people in a way that transcends their intellect and rationality. They use emotions to enhance cognitive process and decision making and they are skilled at managing their moods and the moods of their team members. Importantly, they understand how developing their emotional intelligence results in stronger results.

Authentic Leaders continually work on deepening their self-awareness. This builds trust with their people and inspires them to give their best.

Authentic Leaders look after themselves, their team and organisation by striking a healthy balance between self-interest and the common good.

Leading with Emotional Intelligence

Developing authenticity is an inside job and it begins with deepening self-awareness. Emotionally intelligent leaders get discretionary effort without asking for it because they listen to others’ opinions, are open to being challenged and understand that an empowered team member can achieve more than a repressed one.

Emotional intelligence is concerned with understanding oneself and others, relating to people, and adapting to and coping with one’s surroundings. Emotional Intelligence is composed of skills that can be learned, honed and perfected with practice. The program begins with a self-assessment and one hour feedback session with an experienced executive coach using the EQi2.0®; the most comprehensive, practical, and widely-administered tool in the field of emotional intelligence.

Day One

Self Awareness, Self Management

➢ Understand the strong relationship between outstanding leadership results and emotional intelligence;
➢ Explore the many filters that shape one’s reality to build a deeper awareness of how judgement is formed;
➢ Identify the multitude of irrational fears and how they distort perception and negatively impact decision-making;
➢ Identify the blind spots that others see and you don’t and feedback can deepen self-awareness;
➢ Control stress and anxiety through mindfulness techniques;
➢ Take responsibility for emotions, behaviour, decisions, and results.

Day Two

Social Awareness, Relationship Management

➢ Build a strong, compelling vision and devise a plan to align thought, behaviour and action to it.
➢ Develop resilient approaches towards organisational setbacks;
➢ Develop a deeper empathic approach to build strong relationships and influence behavioural change.
➢ Practice mindful listening techniques to form a deeper connection with team members;
➢ Develop the art of assertive communication to build deep respect and trust.

Our Program Includes:

An Emotional Quotient Inventory Assessment (EQ-i 2.0)
One hour telephone feedback session
All materials

Registration Information

Places limited to 12 participants.
Date: 14-15 November
Cost: $1,650 +GST
Location: Sydney

Authentic Leadership Principles

Self-Awareness

Authentic Leaders continually work on deepening their self-awareness. This builds trust with their people and inspires them to give their best.

Vision and Strategy Driven

Authentic Leaders invest time envisioning and planning for a future that captures the hearts and minds of their people.

Communicate with Clarity

Authentic Leaders focus their people on the goals of the organisation with clear, conscious communication.

Stay Balanced

Authentic Leaders look after themselves, their team and organisation by striking a healthy balance between self-interest and the common good.

Empower People

Authentic Leaders don't have a need to be the greatest at everything. They strive to bring out greatness in their people.
Our Vision
Is to live in a world where the focus of organisations is on their values and on cultivating strong relationships with all stakeholders; to capture their diverse creativity and turn it into continuous cycles of innovation that delivers sustainable growth.

Our Mission
To provide unique yet challenging expertise to executives and senior leaders wanting to stay ahead of their game by developing 21st century cultures. Cultures focused on values, continuous innovation, speed delivery of products and services that delight customers.

YOUR FACILITATOR
Kristyn has been developing leaders and top teams for over twenty years. With a deep understanding of the link between values-driven, conscious cultures, authentic leadership capability, and strong revenue growth, Kristyn and her team of consultants work with leaders, from their deepest structures, to help align their values, beliefs, and mindsets with their behaviour to achieve sustainable change.

“Kristyn has assisted myself and Downer on a number of business realignment projects, including the difficult leadership problem of rebuilding a fractured relationship within an alliance team. Kristyn’s customised programs helped us turn around the team’s behaviours, with the team refocused on delivery of common goals. Furthermore, Kristyn’s coaching and advice have assisted me personally as I navigate through the leadership pipeline.”

Peter Munro, Operations Manager
West at Onsite Rental Group

“We have been running People for Success’ Authentic Leadership Program and the feedback from these sessions is exceptional. I have no hesitation in recommending Kristyn and her team to businesses looking for leadership education that will generate positive business outcomes long after the program has concluded.”

Kate Silverback, Human Resources Manager
Novion Property Group

KEY PROGRAM OUTCOMES
- Develop the ability to understand and influence moods and emotions in self and others to improve engagement.
- Identify and reduce fear-based behaviour and decision-making.
- Experience how empathy and listening skills support authentic leaders to inspire their teams.

WHO SHOULD ATTEND
- Managers and Leaders
- Aspiring Leaders
- Project Managers
- Individuals interested in developing further communication and coaching capabilities

ABOUT PEOPLE FOR SUCCESS
Kristyn Haywood
Founding Director

Who should attend:
Managers and Leaders
Aspiring Leaders
Project Managers
Individuals interested in developing further communication and coaching capabilities

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