



THE EXTRAORDINARY LEADER

*An internationally recognised, **strengths-based** leadership development program*

DESCRIPTION

In today's highly competitive environment, the organisations that excel in their respective markets will be those whose people are competent, passionate, and focused on delivering results.

The Extraordinary Leader program presents a proven framework for helping individuals make a profound difference in their own performance as well as the organisation's.

FORMAT

One-day, interactive, instructor-led learning experience that includes a pre-workshop 360 assessment, and a leadership development-planning process.

TARGET GROUP

The program is for all leaders, from senior executives to first-line supervisors. It can be offered to management teams, cross-functional work teams, or to individuals from different organisational parts.

LEARNING OUTCOMES

- Discover the significant performance differences between "good" and "extraordinary" leaders.
- Grasp why enhancing existing leadership strengths is the most successful way to become an extraordinary leader.

- Prepare to receive an individual 360 leadership feedback report, understand its structure, interpret the data, and discuss how to use it in a positive way.
- Carefully analyse the feedback report, using both individual and group exercises.
- Use a unique cross-training approach to construct a customised Individual Development Plan.

Participants learn exactly how they are currently perceived as leaders and gain a clear understanding of the positive impact they can make by becoming better.

An Individual Development Plan customised to their situation and objectives is one of a variety of tools participants are given to use in their on-going development efforts. They learn the power of striving for extraordinary results, and are presented with tools and taught how to create action plans that truly help them, and the organisations they lead, move from good to extraordinary.

WORKSHOP OUTLINE

Module 1: Making a Difference

Module 2: Profound Strengths and Fatal Flaws

Module 3: Leadership Competencies

Module 4: Building on Your Strengths

Module 5: Leadership Cross-Training

Module 6: Peer Coaching

HELPING GOOD MANAGERS BECOME GREAT LEADERS

BENEFITS

1. Proven and Powerful

The research of two industry-thought-leaders with over 75 years of experience in leadership, assessment and feedback, and training and development provides the foundation. This program is used by leading Fortune 500 companies worldwide.

2. Data Driven

Empirical data demonstrates and quantifies the link between leadership effectiveness and business results.

3. Baseline Mapping

Baseline 360's and normative comparisons are provided to individual leaders, and aggregated results to entire teams or workgroups, letting every individual and every team know where they are and how far they have to go.

4. Structured

A complete assessment and development planning process is used with a well-researched competency model helping participants prioritise leadership development needs.

5. Positive Experience

The "building strengths" focus is individually and organisationally a much more positive, motivating experience than the traditional "we're going to fix your weaknesses" approach.

6. Clear Path

The 360 assessment PLUS an actionable process to follow leaves participants with a clear roadmap and the tools needed to become extraordinary.

7. Results Focused

The Extraordinary Leader program communicates higher leadership expectations for all by demonstrating that "good" performance isn't "good enough" any more.

8. Great Expectations

Normative comparisons at the 90th and 75th percentile are provided on individual feedback reports providing high aspirational targets.

9. Follow Up

Organisations are given a positive, structured development experience and follow-up process.

10. Key Indicator Support

Research data clearly demonstrates how extraordinary leaders deliver better results in typical "Key Indicators" of organisational success, like employee and customer satisfaction, and employee commitment and loyalty.

MATERIALS

Each participant will receive:

- Their personal Extraordinary Leader feedback report.
- The Extraordinary Leader Participant Manual and Competency Companion Development Guide – a unique, research-based guide to developing leadership skills and competencies utilising our proven cross-training approach.

The Extraordinary Leader workshop, materials, and 360 multi-rater can easily be customised. Most custom versions are designed to meet two types of organisational needs: to map to an organisation's existing competency model; and/or to provide flexible delivery options.

LET'S CONNECT

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