

# PERFORMANCE LEADERSHIP DEVELOPMENT PROGRAMS

## GROW YOUR LEADERSHIP CAPACITY FROM CLARITY TO IMPACT: HUMANIZING PERFORMANCE, SHAPING OUR FUTURE

Change has been underway for decades and we are now hitting the steeper part of the curve.

Times of turbulence are excellent for development and growth; turbulence disrupts old patterns, opens new questions, and challenges us to rise to the occasion.

We learn. We grow.



**Evolution, human development, never stops.**

**Become intentional** about your personal leadership growth.

**Make a commitment** to invest yourself in building personal capacity and resilience to match the challenges of our volatile, uncertain, complex and ambiguous (VUCA) world.

**Decide now** to re-connect with your very best personal, inner resources and your deepest aspirations about the world you are part of creating.

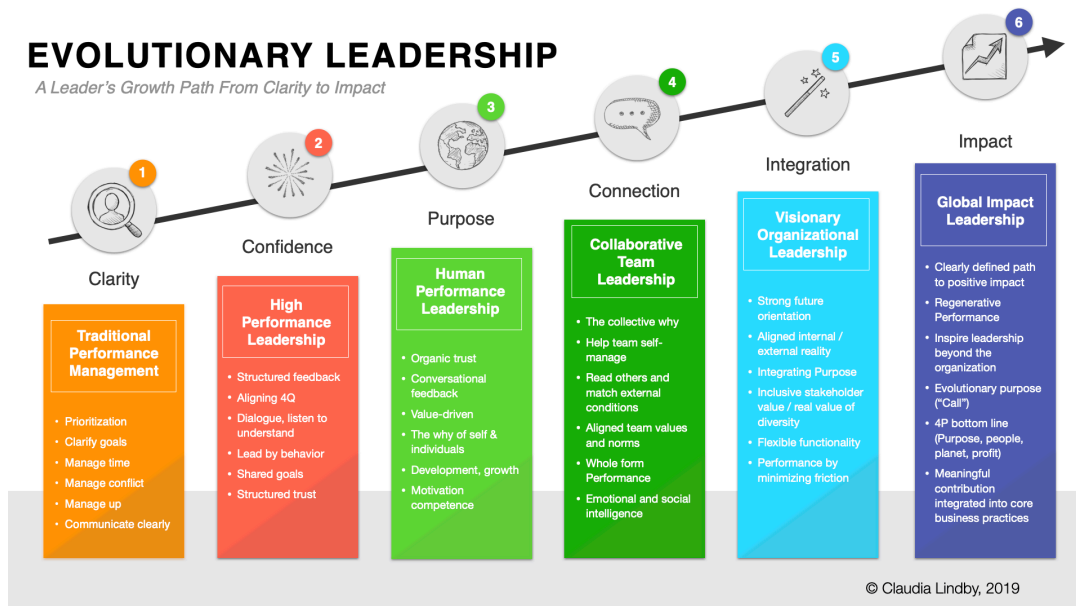
**“Before” and “after” are calling for different leaders.**

**Join forces with us as we are Redefining Performance.**

**Let's shape, together the performance potential of human collaboration.**

## METHODOLOGY

We will use the **Evolutionary Leadership methodology**© to raise your awareness of your current leadership approach; what the future wants from your leadership; how you can leverage your natural, authentic presence to shift the idea of performance; and how you can learn and grow, and design your outcomes to match the impact you desire.



### 3 different programs, depending on where you are now and what you aspire to:

- Foundation level:** From Trying to Manage to Managing to Lead (6 months)
- Core level:** From High Performance to Human Performance (10 months)
- Exponential level:** From Performance Leadership to Leadership Impact (14 months)

The starting point of each growth program is, "You cannot lead others until you can lead yourself". Self-insight, personal leadership and a sense of focus and direction are key.

For further growth, we tap into the Leadership Capacity Catalogue: a dynamic and research-based catalogue listing

- key competences that determine people's experience of the leadership capacity present
- the leadership practices essential to the practical unfolding of great performance leadership

# FROM TRYING TO MANAGE TO MANAGING TO LEAD

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## GROWTH PROGRAM 1: FOUNDATION LEVEL \* BETTER RESULTS, EASIER WORK LIFE \*

This program is designed for new managers or those who find themselves in a new role, or with a major change in responsibility: for managers challenged to perform with their teams in a fairly predictable, but not always easy-to-manage organizational context.

This is for you if you are required to learn new skills or change your leadership approach in order to be effective and able to deliver on expectations.

### **In the Foundation level program, you will**

- gain insight into your own leadership capacity and your best growth opportunities for delivering performance
- learn about key elements in the real performance equation and understand how you can best leverage it
- get clarity on your key focus areas and the priorities needed for achieving high performance
- build a more effective personal leadership as your confidence grows – to manage inefficiencies and break the barriers that keep you stuck

### **PROGRAM OUTCOMES:**

1. *Build a strong leadership foundation: sharp focus, clarity and personal confidence*
2. *Increase your leadership effectiveness*
3. *Deliver on Performance metrics*

**\* BETTER RESULTS, EASIER WORK LIFE \***

## 10 steps – the structure of the Foundation level growth program:

This program consists of an Onboarding session, 5 modules, and a future-focused, action-oriented wrap-up.

Each module centers around an in-depth 1:1 session (75 mins.) plus a 1:1 follow-up session (30 mins.). Expect each module to run for 4-5 weeks.

During each module, you are challenged to grow your natural capacity with a practical assignment, and you are supported by various resource materials including selected articles, podcasts, videos - as well as a “hotline” option for trouble-shooting, as needed.

1. Explorative conversation for mutual fit, clarifying aspirations, and commitment
2. **Personal assessment 1:** Your Growth Path™
3. **Onboarding session** (90 minutes)
4. **Module 1: Self-insight**
5. **Module 2: Personal Leadership - Self-management**
6. **Module 3: Personal Focus**
7. **Module 4: Leadership capacity: Key Practise #1**
8. **Module 5: Leadership capacity: Collaboration competence #1**
9. **Individual assessment 2:** your Growth Path™ revisited – status
10. **Wrap-up session** including your personal action plan. Clear next steps for taking your new knowledge, insight and skills into the world.



# FROM HIGH PERFORMANCE TO HUMAN PERFORMANCE

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## **GROWTH PROGRAM 2: CORE LEVEL** **\* SUSTAINABLE, MEANINGFUL RESULTS \***

This program is designed for leaders who realize that leadership happens in relations, and that performance is a result of aligning internal and external forces in the best possible way, given the context and the individual capacity.

This is for you if you sense that time has come to challenge the old performance management approach in order to enhance the more natural performance potential in your team or organization.

### **In the Core level program, you will**

- develop your self-insight and your personal sense of purpose
- learn how to understand others at a deeper level, how to motivate meaningful action, and empower others
- learn new ways to lead with empathy and perform with others in a spirit of openness, learning and trust
- move beyond the trappings of old performance management by building healthy feedback practices that support individual development and growth

### **PROGRAM OUTCOMES:**

1. *Leading a human business by enabling development and collaboration*
2. *Empowering others for sustainable performance*
3. *Delivering outcomes that truly matter*

**\* SUSTAINABLE, MEANINGFUL RESULTS \***

## 14 steps – the structure of the Core level growth program:

This program consists of an Onboarding session, 8 modules, and a future-focused, action-oriented wrap-up.

Each module centers around an in-depth 1:1 session (75 mins.) plus a 1:1 follow-up session (30 mins.). Expect each module to run for 4-5 weeks.

During each module, you are challenged to grow your natural capacity with a practical assignment, and you are supported by various resource materials including selected articles, podcasts, videos - as well as a “hotline” option for trouble-shooting, as needed.

1. Explorative conversation for mutual fit, clarifying aspirations, and commitment
2. **Personal assessment 1:** your Growth Path™
3. **Onboarding session** (90 minutes)
4. **Module 1: Self-insight**
5. **Module 2: Personal Leadership - Self-management**
6. **Personal assessment 2:** Your inner motivation capacity
7. **Module 3: Your Personal motivation**
8. **Module 4: Your Personal Purpose**
9. **Module 5: Leadership capacity: Key Practise #1**
10. **Module 6: Leadership capacity: Collaboration competence #1**
11. **Module 7: Leadership capacity: Key Practise #2**
12. **Module 8: Leadership capacity: Collaboration competence #2**
13. **Personal assessment 3:** your Growth Path™ revisited – status
14. **Wrap-up session** including your personal action plan. Clear next steps for taking your new knowledge, insight and skills into the world.



# FROM PERFORMANCE LEADERSHIP TO LEADERSHIP IMPACT

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## GROWTH PROGRAM 3: EXPONENTIAL LEVEL \* INTEGRATIVE LEADERSHIP FOR LEGACY IMPACT \*

This program is designed for leaders who are stepping up to a more systemic and more visionary realization of what becomes possible when you integrate purpose, internal and external realities, include the widest possible variety of stakeholders, and co-create solutions in the service of truly regenerative performance.

This is for you if you are inspired beyond the constructed limits of “organization” and hear the Call of a greater, more complex, ambiguous context; if you aspire to create a global leadership impact in your time - integrating People, Planet, Purpose and Profit.

### **In the Exponential level program, you will**

- develop your self-insight and your personal sense of purpose
- gain insight into the dynamics of the eco system you are part of and learn how to enable performance by removing friction in collaboration processes
- develop your ability to integrate purpose in the value streams of your organization
- leverage your leadership capacity by activating true diversity in your organization
- sense how to balance people, purpose, planet and profit - leading into the future

### **PROGRAM OUTCOMES:**

1. *Leading with a strong future orientation - setting the agenda of tomorrow*
2. *Serving others, enhancing regenerative performance*
3. *Living Evolutionary Purpose: heeding the Call of your eco system*

**\* INTEGRATIVE LEADERSHIP FOR LEGACY IMPACT \***

## The structure of the Exponential level growth program:

This program consists of an Onboarding session, 12 modules, and a future-focused, action-oriented wrap-up.

Each module centers around an in-depth 1:1 session (75 mins.) plus a 1:1 follow-up session (30 mins.). Expect each module to run for 4-5 weeks.

During each module, you are challenged to grow your natural capacity with a practical assignment, and you are supported by various resource materials including selected articles, podcasts, videos - as well as a “hotline” option for trouble-shooting, as needed.

The process and central structure of this program is not unlike the Core program, starting with an explorative conversation for mutual fit, clarifying aspirations, and commitment; closing with a wrap-up session including your personal action plan; and comprising a number of supportive assessments:

- **Personal assessment 1:** your Growth Path™
- **Personal assessment 2:** Your inner motivation capacity
- **Individual assessment 3:** your Growth Path™ revisited – status

However, **this program is more experiential and highly iterative**; each of the modules 9-12 build directly on the growth you experienced in previous modules, as well as the changes in context brought about by your increasing impact.

