

INSPIRE GROUP

INSPIRING TO LEAD



INSPIRE LEADERS

WHY INSPIRE LEADERS?

Over the past 15 years, **Inspire Group** has provided learning and leadership development solutions for 1000s of leaders across New Zealand and Australia.

Whilst the clients, sectors and challenges may vary, our award-winning approach stays constant. Our belief is that leadership is simply *a way of being*, not a sequence of doing things. It's about the how, rather than the what. Because of this, we infuse three key themes through all our leadership solutions:

Ongoing *reflection*, *challenge and stretch* are essential to performance and personal growth.

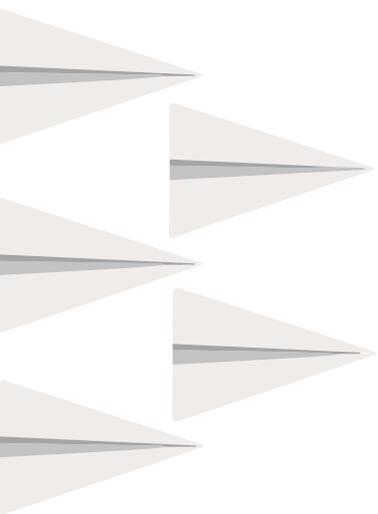
To lead others with credibility, influence and impact, one must explore and master how to *lead their whole self*.

Your actions come back to two attributes that define you as a leader; *direct and inspire* in all you do and say.



How we do this is even simpler. It's about context over content, subject matter experience rather than just 'expertise', continual growth and reflection, and a practical grounding in how this can help me today.

This approach isn't just preferable; it's essential. But don't just take our word for it – check out the online research on why other programmes fail.



WHY INSPIRING TO LEAD?

Whilst we love the challenge and scale of our current work, we also know that many leaders are missing out on our programmes – particularly in the 97% of NZ businesses that have fewer than 20 employees.

We've spent time talking to our smaller clients about how we can help. We set ourselves a challenge: *How could we offer the same benefits of our tailored and blended programmes to any organisation or leader and at a similar cost to their only other current option – generic 'off-the-shelf' programmes?*

The answer lay in our experience – of what works, of what can be simplified and in how a collaborative design and discovery session can enable a programme to be efficiently tailored in approach, content and delivery.

We wanted to go further. What if our programmes had a choice of location and date, facilitator, access to on-demand digital content, a manager guide pack to further enhance impact, as well as online forums and evaluation?

All of this is now possible.

WELCOME TO INSPIRING TO LEAD.



A NEW OFFER

For the first time, *Inspire Leaders* is delighted to offer our three most impactful and requested programmes to any organisation and leader:

**MINDSET
TO LEAD**



Exploring how a growth mindset can help you in all aspects of leadership and life whether you are a people leader, or not.

**COACHING
TO LEAD**



Enabling everyone to grow their confidence to lead others through great coaching, mentoring and sharing of skills.

EMERGING TO LEAD



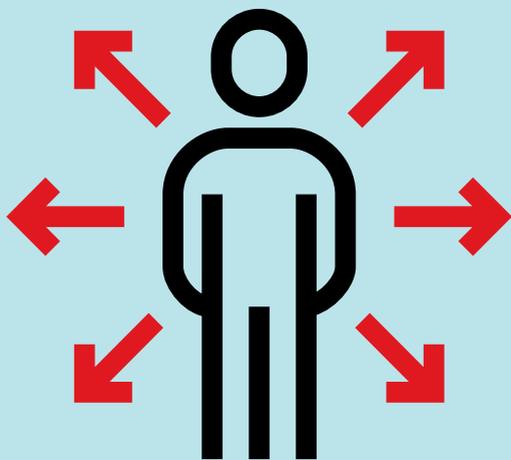
Empowering anyone who has the potential to influence and lead, through providing a solid foundation to define their way of being as a leader.

All three programmes include:

- A choice of *Inspire Leaders* facilitators and coaches to best suit you and your context.
- A choice of date, location and venue and our expert advice on cohort composition and matching.
- A facilitated design and discovery session to ensure we tailor the content, emphasis and delivery to your challenges, organisation and culture.
- A blend of workshops, digital forums, action learning, coaching, guidance for the 'one-up managers', and online evaluation.
- Access to programme online content for anywhere, any time, any device, on-the-go learning.
- An *Inspire Leaders* programme learning journal, with an additional option to have this with your choice of design.
- An invitation to join the *Inspire Leaders LinkedIn alumni group*.

Above all, *Inspiring to Lead* offers the opportunity for anyone to experience why Inspire's tailored, blended and simple approach grows minds, leaders and lives!

MINDSET TO LEAD



WHY MINDSET TO LEAD?

Mindset to Lead challenges leaders' current thinking on how they approach situations, gets them to reflect on how they work and, what they may need to change.

It introduces leaders to Carol Dweck's work on growth mindset and how it can be used to enrich their roles and lives as leaders.



What are leaders saying?

“It is a very powerful concept. I now look at challenges as learning events, and think *‘what mindset am I bringing to this?’*. That relieves stress, but you also end up performing better because you aren’t questioning everything!”

Who should attend?

Mindset to Lead is aimed at all leaders – whether you lead people, projects, or yourself!



What do leaders gain?

Mindset to Lead enables leaders to:

- explain what a growth mindset is
- choose to have a growth mindset
- progress toward their goal along a clear pathway
- transfer their reflections into journaling
- look at the realities of behaviour change, see the bigger picture and celebrate their progression.

How will organisations benefit?

Your leaders will develop ways to:

- believe they can grow themselves, others and your business through application and experience (even when it's not going to plan)
- embrace and own their journey in the organisation, sharing stories and the lessons they've learnt
- become more trusting, committed and loyal
- be more willing to innovate and collaborate; learning from successes and failures.

What happens before and after?

To ensure leaders are getting what they need from *Mindset to Lead* we:

- hold an initial collaborative design and discovery session to tailor the programme to your needs
- debrief how the programme went after the six-week period
- evaluate effectiveness using Kirkpatrick's four levels.

MINDSET TO LEAD

How...

One-up manager guide

- Programme overview
- Support tools and question pack
- Business outcomes and return on investment
- Commitment to programme

Digital group

- Facilitator and participant introductions
- Progression posts and comments
- Discussion prompts and tips

Exploration

- Reflection of current state
- Self-assessment or 360
- Commitment to programme



Mindset to Lead 4 hours

- Experience, reflections and remediation
- Growth mindset
- Your challenge, barriers and self-talk
- Setting your progression
- Beginning the journey

Learning journal

- Content light; experience rich
- Space for reflection during, between and after workshops
- Commitment to action

Evaluate

- Level 1
- Complete evaluation questions



Digital group

- Progression posts and comments
- Discussion prompts and tips



Coaching ½ hour session

- Phone based and coach led
- Conversation expectations set via LinkedIn

Action learning group 2 hours

- Participant led
- Reflection and lessons learned
- Celebrate progression

Evaluate

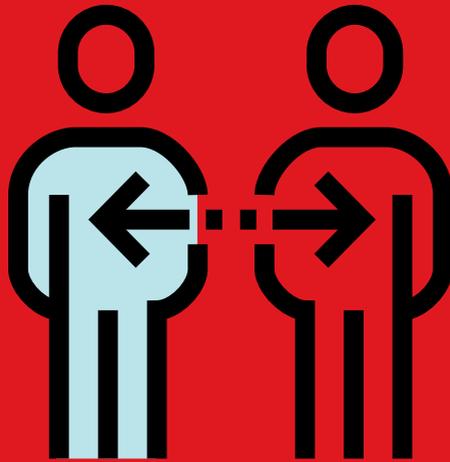
- Level 2 and 3
- Complete evaluation questions

WEEK 2

WEEK 4

WEEK 6

COACHING TO LEAD



WHY COACHING TO LEAD?

***Coaching to Lead* enables those who are not in a formal people leader role to grow their confidence to grow others through great coaching, mentoring and sharing of skills.**



What are leaders saying?

“This was really well done. I was refreshed on great techniques and it totally reinvigorated my passion for coaching!”

Who should attend?

Coaching to Lead is aimed at all leaders, including those with a responsibility to deliver through others without necessarily having direct reports.



What do leaders gain?

Coaching to Lead enables leaders to:

- confidently have conversations at any time to develop others
- reflect on each opportunity they have and grow from it
- describe what drives performance
- identify when and how to coach, mentor or share knowledge
- have great conversations at all opportunities
- apply the principles of adult learning and communication to developing others.

How will organisations benefit?

Your leaders will develop ways to:

- effectively coach, mentor and train others
- build leadership capability across the organisation
- create strong cross-functional teams
- think more broadly of the organisation – not just the role they have within it
- have a broader development pathway.

What happens before and after?

To ensure leaders are getting what they need from *Coaching to Lead* we:

- hold an initial collaborative design and discovery session to tailor the programme to your needs
- debrief how the programme went after the six-week period
- evaluate effectiveness using Kirkpatrick's four levels.

COACHING TO LEAD

How...

One-up manager guide

- Programme overview
- Support tools and question pack
- Business outcomes and return on investment
- Commitment to programme

Digital group

- Facilitator and participant introductions
- Progression posts and comments
- Discussion prompts and tips

Exploration

- Reflection of current state
- Self-assessment or 360
- Commitment to programme



Workshop 1 1 day

- Welcome
- Why (your role)
- Workplace interventions
- Coaching
- Coaching conversations

Learning journal

- Content light; experience rich
- Space for reflection during, between and after workshops
- Commitment to action

Evaluate

- Level 1
- Complete evaluation questions

- 2 WEEK

START

WEEK 2



Coaching ½ hour session

- Phone based and coach led
- Conversation expectations set via LinkedIn



Action learning group 2 hours

- Participant led
- Reflection and lessons learned
- Celebrate progression



Exploration

- Reflection of current state
- People styles at work

Evaluate

- Level 2 and 3
- Complete evaluation questions



Workshop ½ day

- Opportunities to coach
- Boundaries and realities
- People styles at work

Evaluate

- Level 1
- Complete evaluation questions

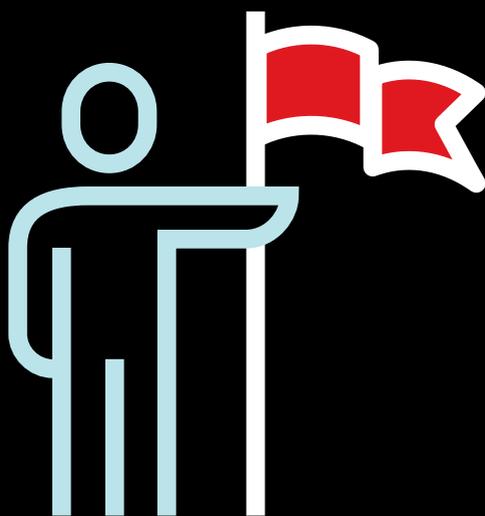
WEEK 4

WEEK 6

WEEK 8

WEEK 9

**EMERGING
TO LEAD**



WHY EMERGING TO LEAD?

***Emerging to Lead* will empower anyone who has the potential to influence and lead within an organisation.**

Through this programme they'll gain a solid foundation to refine their way of being as a leader.



What are leaders saying?

“I had no real idea what was involved in being a leader, or becoming a leader. It’s a whole lot more than I thought, but this has shown me that I have what it takes to ‘give it a go’.”

Who should attend?

Emerging to Lead is aimed at those who are starting their leadership journey. They may be people and technical leaders of any age who want to step up and lead.



What do leaders gain?

Emerging to Lead enables leaders to be:

- clear on who they want to be as a leader and what their next move is
- courageous and confident to give it a go, continually developing and learning who they are as a leader
- curious about their leadership way of being, continually reflecting, learning to feed their curiosity
- demonstrating their way of being and applying a growth mindset
- moving in the direction they want to go and driving their own development and opportunities
- knowing the leadership fundamentals and what great looks like.

How will organisations benefit?

Your leaders will develop ways to:

- set positive habits and beliefs for life-long learning
- continually demand and request more opportunities to grow their leadership skills
- be open to the world of leadership and know if it's a pathway they want to follow
- become vocal leadership advocates, sharing what they've achieved through the programme and are driven to continue.

What happens before and after?

To ensure leaders are getting what they need from *Emerging to Lead* we:

- recommend attending *Mindset to Lead* as a foundation
- hold an initial collaborative design and discovery session to tailor the programme to your needs
- debrief how the programme went after the nine-week period
- evaluate effectiveness using Kirkpatrick's four levels.

EMERGING TO LEAD

How...

One-up manager guide

- Programme overview
- Support tools and question pack
- Business outcomes and return on investment
- Commitment to programme

Digital group

- Facilitator and participant introductions
- Progression posts and comments
- Discussion prompts and tips

Exploration

- Organisational-specific leadership framework
- Role model and reflection
- Read 'Way of being'
- Commitment to programme



Workshop 1 1 day

- Welcome
- *Mindset to Lead* overview
- Manager vs leader
- The great holistic leader
- Situational leadership
- Communication styles

Learning journal

- Content light; experience rich
- Space for reflection during, between and after workshops
- Commitment to action

Evaluate

- Level 1
- Complete evaluation questions

- 2 WEEK

START

WEEK 2



Exploration

- Reflection of current state
- Self-assessment or 360



Workshop 2 1 day

- Reflection
- Your leadership identity
- Directing
- Coaching
- Supporting
- Delegating
- Transitioning to a leader
- Map your journey

Evaluate

- Level 1
- Complete evaluation questions

Action learning group 2 hours

- Participant led
- Reflection and lessons learned
- Celebrate progression

Digital group

- Progression posts and comments
- Discussion prompts and tips



Coaching (optional) ½ hour session

- Level 2 and 3
- Phone based and coach led
- Conversation expectations set via LinkedIn

Evaluate

- Level 2 and 3
- Complete evaluation questions

WEEK 4

WEEK 6

WEEK 8

WEEK 9

INSPIRE GROUP

