



# CAUDIT Managers Program

## Program at a glance

### **LSI 360-degree feedback tool**

A tool that uses both self-assessment and colleague feedback

### **Foundations of Effective Leadership**

Beliefs, attitudes, capabilities and behaviours

### **Leader as Coach**

Techniques to be an effective coach

### **Self-Mastery and Resilience**

Harness the power of your mind

### **The Art of Influence**

Understanding your audience and enhancing your communication skills for positive outcomes

### **Straight Talk**

Processes that are proven to be effective in holding challenging conversations

### **Lessons in Leadership**

Individual lessons learned throughout the duration of the program

### **1:1 Coaching and Goal Mapping**

Guided sessions to support you throughout the program and beyond

## Program in detail

### LSI 360-degree feedback tool

An integral component of the program is the completion of a 360-degree feedback tool called the Life Styles Inventory (LSI). The LSI will give us some data about your behavioural style at work using both self-assessment and colleague feedback to identify individual thinking and behavioural styles. This will be a great opportunity to look at how you currently operate and identify areas to work on which will improve your effectiveness. It is a very powerful tool and one you will get a lot out of such as:

- Gain a thorough understanding of the LSI and the theory behind its development.
- Receive and analyse your LSI feedback from "Self" and from "Others"
- Identify key areas for development as well as areas of strength
- Develop action plans for development to be implemented in the workplace.

### LSI Re-test

It is important to set a benchmarking place for you to start from. But we take it a step further by offering you the option of

performing a re-test at the end of the 7 month program as a measure of how much you have increased your self-awareness and

### Foundations of Effective Management

Our leadership is a reflection of our own motivations, beliefs, attitudes, capabilities and behaviours. The process of personal development starts with self-awareness rippling out to an acknowledgement and acceptance of our discoveries and the action we may want to take in order to achieve different results in our life.

The Foundations of Management and Leadership module is designed to explore the concepts of leadership and management and to identify the key elements of leadership and how to apply these.

#### Learning Outcomes:

- The Concepts of Leadership and Management...is there a difference?
- Article review
- Identifying key components of leadership and management and how to apply these
- Examination of theories of leadership and management
- Discussion of Lessons in Leadership project.

effectiveness over the course of the program and to target your future goal mapping.

## Program in detail

### Leader as Coach

Leaders at every level will need to be able to get the most out of the people they work with. This module is designed to provide you with the skills and knowledge to more effectively coach in different situations.

#### Learning Outcomes

- Identification and understanding of the role of coaching and how it differs from mentoring, training, teaching, counseling and other functions of a leader.
- So, what is coaching – really?
- Practical exercise to highlight a number of important aspects about what coaching is – and what it isn't!
- What do we know about people and their motivations?
- Models of coaching – “Input” and “Output” models
- The GROW coaching model – analysed.

### Self-Mastery and Resilience

Our leadership is a reflection of our own motivations, The learning organisation values the contributions and commitment of the whole person, acknowledging that their employee's personal and professional lives are interdependent. Supporting an employee's development in self-awareness, coping and balancing skills today is as critical as ensuring they have the technical expertise to perform their role.

This module is also designed to develop the participant's Awareness of their physical, emotional and mental health; Balancing their work, home and play; and developing their own Coping strategies to enhance personal and professional performances.

#### Learning Outcomes

- Identify the components of a balanced lifestyle.
- Learn to recognise wellness inhibitors and develop your own practical solutions.
- Understand your own and others preference towards managing themselves and time.
- Identifying what stress is and what contributes to it
- Managing environmental, interpersonal & personal stress factors

### The Art of Influence

This module is designed to provide participants with a range of skills and strategies, which will provide a more effective path to successfully influencing others. Principles of communication skills are integrated with NLP techniques to provide a unique program of interpersonal development:

#### Understanding others

- The 6-step process to communicating effectively, including sticky situations
- This session covers listening and questioning skills
- Interactive exercises will be included

#### Influencing anyone:

- The four styles to communicating
- How to adapt your preferred style to build rapport more quickly with others
- Getting through to different people.

## Program in detail

### Straight Talk

One of the biggest challenges facing Managers today is managing their people! Being able to effectively have conversations with staff around performance, work issues, challenges they face and enhancing productivity, is one of the most important skills any Manager can acquire.

The Straight Talk workshop is based on a number of leading processes and constructs that have proven to be effective in holding conversations with staff that may prove challenging.

- Examine key elements of employee engagement.
- Use a diagnostic framework when preparing for straight talk.
- Identify key elements for planning a difficult conversation.
- Practice straight talk conversations

### Lessons in Leadership

In this module, participants will present to the group their "Lessons in Leadership" from the start to the end of their program journey.

The Lessons in Leadership concept is to apply all program learnings to real-life leadership situations at work and to share the learnings from these opportunities with the group. Participants report back on what worked, what didn't work and the key take-aways from their personal situations.

The collaborative approach to the Lessons in Leadership session embeds the tools, concepts and discussions held over the course of the program for each participant and as a collective group.

### 1:1 Coaching and Goal Mapping

Throughout the entire program you will be supported and guided with individualised one-on-one coaching sessions.

Be future focused on how you can incorporate your new perspective and understanding of self and those around you, and how you can be proactive in the future.

Map out a practical and deliverable plan to start/continuing to make positive changes in your career and life!