



Corporate Leadership Development

“Wanted Urgently: New Leaders for a New World”

There is a serious shortage of visionary leadership in the corporate world today. This is hardly unexpected because leaders are now facing unprecedented challenges in all sectors. The issues of globalisation, emerging technology, changing markets, litigation, staff expectations, and environmental sustainability are all well known. Corporate and government leaders have a major responsibility to change the state of our workplace, our community and our world.

This program aims to provide the leaders of tomorrow with the new competencies that they need to better respond to the shifting sands that beset the corporate world and the public sector today. Traditional authoritarian leadership is obsolete and new skills are essential to re-inspire employees who have rising expectations of autonomy and opportunity, and to guide organisations that must make multiple internal changes to meet global external challenges.

Vision and values, authenticity, agility and the ability to provide meaning and purpose are core requirements for future leaders, as are emotional intelligence and the capacity to support and motivate others. Values have a profound impact on both leadership behaviours and staff performance, and will be assessed at the outset of the program. Above all, new leaders must lead by example, and that demands a whole-hearted commitment to their own on-going personal development.

Who Should Attend:

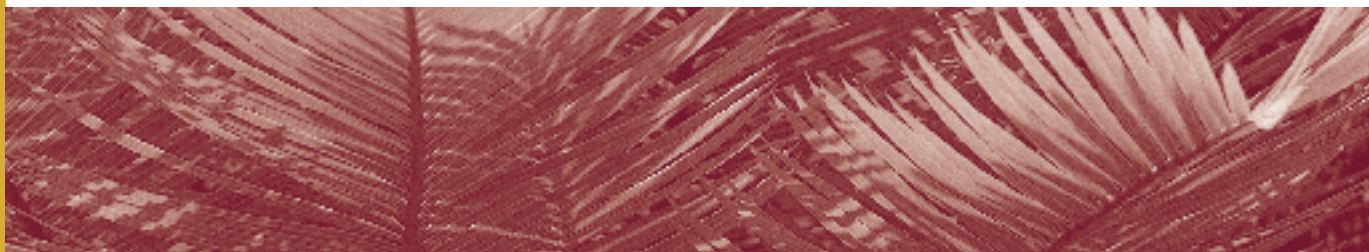
This program is designed to be taken up by main boards and senior executives of progressive and socially responsible corporations whose intention is to move their organisations from good to great, and to ensure long term financial, social and environmental sustainability.

The program is tailored to each individual organisation addressing their unique business and leadership challenges and issues. This is not a generic public training program.

Program Description:

The three part custom-made program will assess the performance drivers and barriers of the leadership team and define the contextual challenges that face their organisations. It uses a non-prescriptive coaching method, based upon the ground breaking Inner Game principles, to enable each participant to discover and develop their own unique leadership qualities, as well as to activate the peak performance potential of the whole leadership team. The Inner Game is a natural system of learning first applied in sports such as tennis, skiing and golf before being taken into the corporate world by Sir John Whitmore. Sir John has personally trained some of the leading organisations in the world, such as McKinsey, Deloitte, PricewaterhouseCoopers, Barclays, Lloyds, Rolls Royce, British Airways, Novo Nordisk and Roche.

We use sport as a learning metaphor on the program. We also leverage “Whole System Change” principles to address the corporate, social and global context of new leadership applications.





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The program is both custom made and co-created with your organisation. The format that we recommend and the resultant design is likely to be as follows:

Part I: Leadership Team Diagnosis

- A detailed assessment of the values profile of each individual and the overall team.
- Data and presentation to the Board or the executive team during Part II of the program four weeks later.
- Culture diagnosis to identify leadership development areas, focus and pathways.
- Development of vision, objectives and success criteria for subsequent modules of the program.

Part II: Tailored Leadership Training

Tailored, intensive program (2 days offsite) to support each leader and the team to achieve peak performance.

Development will be undertaken according to the assessments and outcomes of Part I and is likely to also include work on self-reflection leading to self-management, centering and grounding. Personal strengths will be explored and built upon. Hidden talents, often unexpected, will be brought to the fore.

Visioning, resilience, authenticity, openness and integrity, ethics and values, meaning and purpose are also likely subjects to be explored. The social, cultural and global context of the client company and its responsibility therein will be examined and established.

During this part of the program, individual learning tracks and action plans will also be developed.

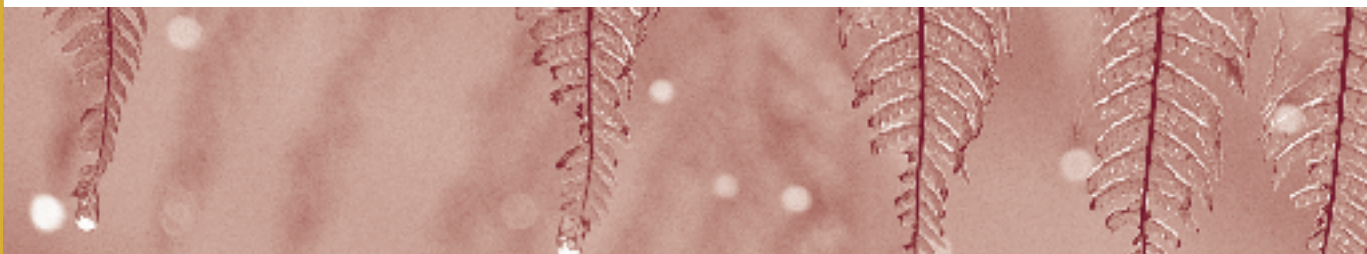
Part III: Leadership Transformation

This part of the program will deliver:

- Comprehensive on-going 360 degree leadership assessment and continuous development of leadership strengths, challenges and areas for transformation.
- Tailored plan on how to incorporate coaching into your current role and responsibilities.
- Personal development work with three face-to-face coaching sessions plus unlimited phone support throughout the process to deepen awareness, ignite passion for being courageous and to develop strategies for change.

Learning outcomes:

- Executives will gain confidence in their capacity to lead by example and gain the self-belief that comes with self-knowledge and authenticity.
- They will develop a robust sense of meaning and purpose in their work and life and will have acquired the know-how and wisdom to lead others to find the same.
- They will be equipped with models, techniques and skills with which to understand and guide the process of evolutionary personal, team and organisational development and transformation.
- They will be better equipped to answer the question, "Who am I?" and to have the capacity to self-manage from a consistent, calm and centered place.
- They will recognise and embody the wider responsibility of leadership today including staff, customers, stakeholders, community, family, the environment and broader global issues.
- They will be able to inspire colleagues and staff to make their organisation a role model for business, with obvious brand benefits, where others are failing.
- They will have strengthened and consolidated relationships, trust, openness and integrity within the team, thereby delivering performance and enjoyment at work.
- They will be more proactive, and be able to inspire others to be so too. This will result in more timely project completion and higher productivity.
- Greater emotional stability and personal centeredness greatly enhances the ability of leaders to effectively motivate others to get their job done.





Benefits to organisations:

A significant impact of new leadership competencies is increased concern and caring for staff that directly leads to better customer care, higher staff retention, and to becoming an employer of choice. This results in the ability to attract the highest quality staff.

Organisations that develop a reputation for a high standard of leadership develop success in areas such as creativity, productivity, performance, financial management, social responsibility and environmental sustainability often leading to increased customer retention, revenue growth and substantial cost savings.

The majority of corporate and public sector organisations have neither the time nor the tools to grasp the shifting sands of our world.

By attending this program organisations will be far better equipped to address not only their current challenges, but also to predict future trends and threats, and will have the capacity to prepare their staff and teams to embrace change rather than fear it.

Personal Take-aways:

Thinking:

- Senior staff will think more contextually and will better understand the business and social context within which the world and their organisation operate.
- They will contemplate many issues in ways that may not have occurred to them before and they will now recognise their significance, importance and their impact.
- They will be able to relate to and engage with high level debate and conversation both inside and outside their place of work.

Feeling:

- Participants will feel more secure within themselves and within their roles, and more confident in their knowledge, understanding and abilities.
- They will feel happier and more fulfilled at work and at home.
- Their emotional intelligence will rise considerably and with it their capacity to understand, lead and manage others will be greatly enhanced.
- Self-belief and purposefulness in what they do and who they are will grow exponentially.

Doing:

- Productivity, creativity and innovation will rise.
- Executives will be more pro-active and self-responsible.
- They will complete tasks earlier and be more timely.
- Health absenteeism will fall, and punctuality will rise.





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Program Leader:

Sir John Whitmore

Sir John is Chairman and co-founder of the Institute for Human Excellence, and a pre-eminent and innovative thinker in the key areas of high level leadership and organisational change.

Rated as the number one Business coach by the Independent Newspaper and as having had the most impact on the coaching profession by the UK Association of Coaching, he has personally trained top executives and leaders in many of the world's greatest companies, including Barclays, Lloyds, PricewaterhouseCoopers, British Airways, Rolls Royce, Novo Nordisk and Roche.



A motor racing champion in his 20's before retiring to run a large agribusiness, a product design company and a Ford Main Dealership, Sir John gave up business in 1968 to study psychology in the USA, and then returned to England to set up a tennis school and a ski school in the Alps licensed by Timothy Gallwey of the Inner Game. Together with other high profile achievers, he formed Performance Consultants, which has been highly influential in introducing new approaches to coaching and business training, and he remains a senior partner today.

He has produced and directed a feature film, performed in many guises on radio and TV and on conference platforms. He organised several leading edge conferences and is the creator of the Be The Change movement. He has written five books on sports, leadership, and coaching, of which Coaching for Performance is the best known having sold a quarter of a million copies in 17 languages.

Program Facilitators and Coaches:

Niran Jiang

Niran Jiang is co-founder of IHE and has 15 years of business and personal development experience in Australia, USA and Asia Pacific. She coaches, trains and consults executives in the area of innovation, culture transformation and leadership development. She supports leaders to build cultural capital, drive system change and sustain high performance.



Niran built the first trends intelligence function for Coca-Cola, USA to drive organisational growth. She led strategic planning and innovation development for high profile brands, including Raid, Shout, Windex, Ziploc, Coca-Cola Classic, diet Coke, Sprite, PowerAde, Mars and Uncle Ben's. She coached top retail, food and entertainment businesses, such as A&P, Kroger, Domino's Pizza, Sonic, Applebee's, Burger King and Warner Brothers. She worked closely with the top management teams at Masterfoods on a retainer basis to generate global growth in snackfood and petcare. Niran's strategic work at S.C. Johnson resulted in the largest acquisition in the company's history.

Niran started her career as an assistant professor of the International Finance and Trade Department at ShenZhen University. She was a director at the International Business Center in China's first special economic zone.

Niran was an exchange scholar and research fellow on cultural anthropology at University of Utah in USA. Niran holds a Master of Business Administration degree in Marketing Strategy from University of California at Los Angeles, a Master of Science degree in Organisation Management from Nankai University and a Bachelor of Science degree in Genetic Engineering from Nankai University.





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Lorna Stewart

A highly regarded coach and training facilitator, Lorna Stewart is deeply committed to supporting people in uncovering and realising their highest potential. She has a unique approach which springs from a diverse career in corporate training and consulting, sales and marketing, executive recruitment, small business, education, counselling, transpersonal

psychology, personal development, and the performing arts. Lorna coaches executives, entrepreneurs and small business owners primarily in the areas of authentic and values-based leadership, communication, team and relationship building, behavioural change, and learning and development.

With over thirty years teaching and facilitation experience, Lorna developed several programs for a leading international coach training company. As senior facilitator for that organisation she trained approximately 400 coaches in Australia, New Zealand, UK, Europe, USA, South Africa and Singapore, as well as developing the training team, and opening markets in Melbourne and the UK. Since 2004 she has been training executives to use coaching skills as a key management and leadership tool.

Lorna's academic and professional qualifications include: BA, Grad Dip Ed, MA, Workplace Trainer and Assessor Certificate IV Cat 2, Certified Executive and Business Coach, Certified NLP Practitioner.



Alex Feher

Alex started his career as an Industrial Engineering Consultant for large manufacturing organisations given responsibility for re-organising work teams, factory layouts and implementing manufacturing planning and control systems. This gave him first hand experience at implementing systems change across different interest groups within organisations including management, shop floor workers and their unions. Using this experience he co-founded a manufacturing and IT conference, training and education company that produced Australia's leading events on advanced technology.

His company was acquired in 1996 by the Japanese owned US company Softbank Expos which was later merged with the global IT media giant Ziff-Davis. Alex then became Managing Director of Ziff-Davis in Australia followed by MD for Asia-Pacific of Key3Media, a Ziff-Davis spin-off. Under Alex, ZD launched many of its global brands into Australia including ZDNet, COMDEX and NetWorld+Interop. In 2003, Alex worked as Chief Operating Officer for a leading global coach training company. His executive coaching expertise is supported by a solid practical grounding in running businesses, managing teams and working in Australia for NYSE listed global companies.

He has a B.Sc Mech Eng and an M.Sc Ind Eng, is a certified executive and business coach and a member of the International Coach Federation.



Ilan Kogus

Ilan is a leading expert in organisational transformation, business coaching and mentoring inspiring individuals and organisations to achieve peak performance and higher profitability. He has worked with individuals and organisations in Australia, New Zealand, Asia, America and Europe. His client list includes national and multi-national companies in manufacturing,

hi-tech, hospitality, consumer goods, medical, oil, service industries and more.

Dr. Kogus is also known for his innovations in applying psychological and behavioural techniques for "peak individual and team performance" with elite sporting teams. These include the Australian 2000 Olympic Team, the Australian Wallabies (1999 World Rugby Champions) the Australian Junior Rugby Team (1998 World Champions) the Sydney Flames (1993 Australian Basketball Champions) and Tennis Australia.

Ilan is a certified Adizes practitioner (USA) and is an accredited Corporate and Business Coach. He also holds B.A, M.A and Ph.D. degrees in Change Management and Sport Psychology.





Corporate Leadership Development REGISTRATION FORM

Contact person, Position, Contact's email address, Company/Org, Postal Address, Tel, Fax

Costs

Leadership Development (including Part I & II) - \$ 20,000 plus GST per organisation, up to 10 people
Leadership Transformation (Part III) - \$ 3,500 plus GST per person:

Registration form table with columns for Surname, First, email, and Price. Includes checkboxes for Part I & II and Part III.

Payment Details

All fees are payable prior to the date of the program. Payment made by cheque to Institute of Human Excellence IHE Australia Level 31 ABN-AMRO Tower, 88 Phillip Street Sydney, NSW 2000

Cancellation and Refund Policy

No refunds will be issued if cancellation is received within 7 days of the program. PLEASE FAX REGISTRATION FORMS TO Alex Feher +61 (0)2 8211 0555

ENQUIRIES: (02) 8211 0618 or alex@ihexcellence.org

Institute of Human Excellence reserves its full right to change or cancel the program.