

the performance leaders programme



*Taking the lead in growing organisation performance
that is productive, innovative and sustainable.*

What leadership styles do you see around you in your organisation?

How do you rate your effectiveness as a leader?

The Performance Leaders Programme (PLP) draws participants into reviewing their leadership styles and into a searching look at what constitutes effective leadership. In this way it provides the opportunity for all participants to confirm and develop their own leadership styles and to build skills in making effective use of colleagues' leadership talents.

This programme has been developed to meet the needs of:

- Emerging leaders moving into their first formal - or informal - leadership roles
- Established leaders wanting to review and further develop their leadership skills
- Development professionals who wish to build their shared leadership knowledge and skills as a first step in applying this approach within their own organisations.

To deliver this effective and relevant development experience the PLP draws on the following performance concepts:

- Team based management systems and shared leadership are keys to achieving high productivity and sustainable performance
- Each of us has a distinctive leadership style
- Leadership can be defined as the actions within a group that create the will and the way to achieve a common goal
- Leading is a process not a position
- Experiential learning processes provide the most effective means of 'grounding' key leadership behaviours and the underpinning beliefs.

Benefits – For each participant the 'practice fields' of the PLP will provide:

- An ongoing confirmation of his/her most effective leadership behaviours
- The skills and attributes necessary to become a more effective leader back on the job
- The opportunity to work in a learning environment that models the practices of high performance teamwork and the associated leadership skills
- Knowledge of current leadership theories and the place of 'shared leadership' in these
- The opportunity to give and receive peer feedback on individuals' leadership styles

- A leadership skills development strategy
- Ongoing coaching support for the first steps action plan built on this strategy.

Programme Structure - A four day residential programme that:

- Builds on the Belbin Team Roles model to identify leadership strengths
- Uses experiential processes - allowing participants to practise and test their leadership skills
- Reviews current leadership theories and places these on the 'shared' – 'solo' leadership continuum
- Identifies the leadership behaviours common to all styles and builds experience in using these
- Provides performance feedback on leadership skills from own small team peers
- Set up an ongoing leadership skills development strategy for each participant
- Leads on to follow-on coaching to assist with 'next steps' implementation
- Focuses on meeting the leadership needs of the team based organisations typical of New Zealand and the Pacific.

“The PLP experience convinced me that there is no standard type of leadership. Leaders differ considerably in strengths, weaknesses and foible. Leaders do not possess every possible asset. They have some but lack others. Hence the vital need for teams that are composed of a balanced set of people who can fulfil a wide range of roles.”

- Comment from PLP participant

The Performance Leaders Programme has been running as a public programme in New Zealand since 1998 – providing, leadership development opportunities for over 400 emerging and established leaders.

“None of us is as good as all of us.” – Ray Kroc, Founder of McDonalds

To find out more link to www.leadershipsolutions.co.nz/services_plp.cfm



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