



Leadership In Action Programme (LIAP)

Through the Leadership In Action Programme
enable your team to step up and perform as a
Leadership Team.

The ongoing challenge for Leadership Teams

Are the leaders of your organisation too busy looking to “Do Things Right” as opposed to making sure that they are “Doing the Right Things?”

If so it might be time to collectively step back and think and act more strategically by asking:

- Where are we: **Now?**
- Where: **Do we Want To Get To?**
- How: **Will we Get There?**

Focus of the Leadership In Action Programme

This programme is not for the fainthearted. The purpose of LIAP is to provide you (the leadership team) with the opportunity to develop a personal and organisational framework to enable your organisation and yourselves to realise significantly more of your potential.

Working together we will help you determine:

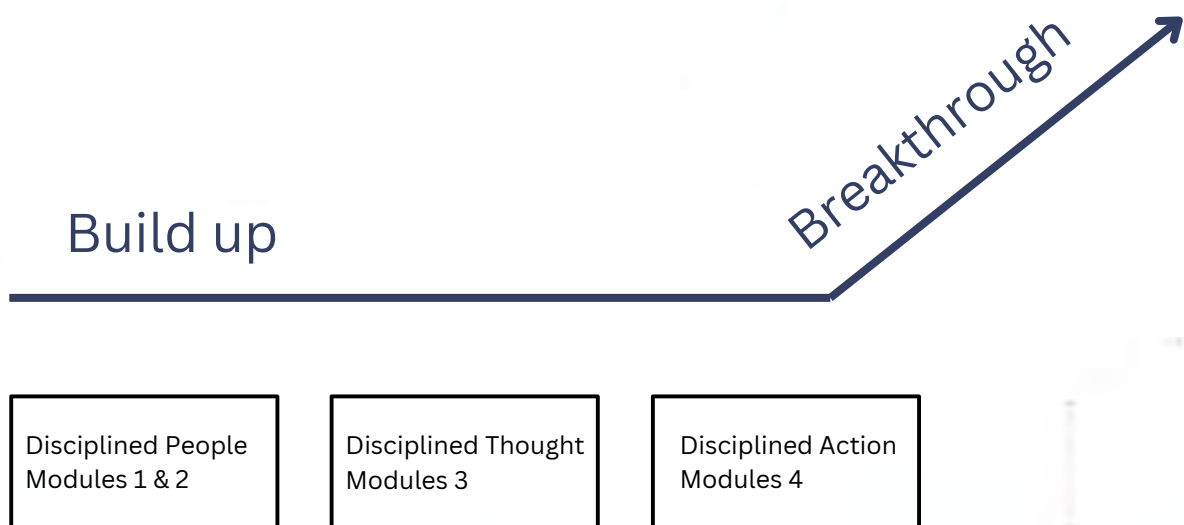
- How to work effectively and collaboratively as the leadership team to achieve defined goals.
- How to challenge constructively so that issues are addressed swiftly and effectively.
- Disciplines that will enable the leadership team to function to its optimum.
- Approaches to disseminating strong business disciplines across the organisation.
- How to sustain significant positive changes in your organisation



Leadership In Action Programme Format

- Module 1: Stepping Up – Enabling Self
- Module 2: The 5 Behaviours of a Cohesive Team
- Module 3: Bringing Strategy to Life – Disciplined Thought
- Module 4: Delivering the Strategy - Disciplined Action

The catalyst to sustaining change is discipline as outlined below:



Jim Collins, Good to Great



Module 1: Stepping Up - Enabling Self

The workshop answers four key questions for teams to work effectively:

- **Who am I?** What is my behavioural and motivational profile? How do I like to communicate and work and not? What are my strengths and what value do I bring to the team?
- **Who are They?** Can I understand my colleagues behavioural and motivational profiles, how they like to communicate and work and not, their strengths and the value they bring to the team?
- **Who are We as a Team?** How do our profiles mesh? How can we leverage our individual and combined strengths? How can we communicate more effectively? What might get in the way?
- **How can we Work effectively?** How do we recognise the difference in the way we prefer to work, how that can cause stress and other problems for self and others and how can we manage ourselves more effectively?

Prior to the workshop all participants are required to complete the DISC assessment tool.





Module 2: The 5 Behaviours of a Cohesive Team

“Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage both because it is so powerful and so rare.”

Patrick Lenconi (5 behaviours of a dysfunctional team)

Using Lenconi’s framework and utilising the DiSC profile participate in one of the strongest Leadership workshops available.

Module Objectives:

- **Map your company’s culture:** and the related values and behaviours against the 5 behaviours of a cohesive team.
- **Develop tangible approaches** to improve the disciplines, norms and behaviours of the company and of each other.
- **Agree a clear plan** of action to greatly improve the behaviours of the Leadership Team, and how best to deploy these behaviours throughout the organisation.

Module 3: Bringing Strategy to Life-Disciplined Thought

Developing a company strategy is largely a waste of time, *if* it fails to provide clarity for those who have to implement it. Developing the strategy requires the leadership team to ask, and answer the following:

- Where are we now? Be open and honest.
- Where do we want to get to?
- Can we get there with what we have the people, product, service, structure?
- How do we get there?

Module Objectives:

- Refine the company's DNA (Do Not Alter) - Vision, Mission and Values.
- Determine the leadership team's strategic impact.
- Map the organisation's current performance relative to best management practices and agree what to address.
- Agree disciplines for ongoing effective decision making by the leadership team both informally and formally.



Module 4: Delivering the Strategy – Disciplined Action

“When all is said and done, a lot more gets said than done” - Anonymous

This module will address what needs to be in place to ensure the successful deployment of a clear company strategy. How do you ensure you “Get (the important) Things Done”.

Module Objectives:

- Determine the fit for purpose organisation structure.
- Agree what progress looks like and how to measure.
- Agree the necessary implementation disciplines and their application to the organisation.
- Agree how to sustain momentum, and deal with blockages.
- Determine effective company wide and local communication of progress.
- Confirm short term wins, owners and time to completion.

Certification

The Leadership In Action Programme (LIAP) is certified with the Institute of Leadership and Management (City and Guilds).



Phase 2 (Optional)

To maximise the application of the required changes by the leadership team in the areas of:

- Focus – more strategic
- Accountability – taking ownership for business unit performance
- Collaboration – collectively leading the business
- More effective collective norms and business disciplines
- Enabling team capabilities

There is a recommended option of three quarterly leadership team review meetings (to an agenda agreed at the conclusion of Phase 1), of 2 hours in duration.

“If not now, when, if not me, who?”

*- Steven Redgrave, on the starting blocks of the Olympic Finals
(5 times gold medal winner, rowing).*

If you are interested in the possibility of the LIAP for your leadership team, please get in touch and we can discuss its possible application with yourselves.

For more information contact info@leapleadership.ie

