

LEADERSHIP PSYCHOLOGY WORKSHOP

APPLY THE TOOLS OF PSYCHOLOGY TO DEVELOP RESILIENT LEADERS & BOOST ORGANISATIONAL EFFICACY

18 - 19
MARCH 2020
CLIFTONS SYDNEY

EXPLORE

- ▶ Understand essential psychological principles in the context of workplace leadership & leader-development
- ▶ Plan engaging, rewarding, & effective leadership development programs based on the latest insights from adult-learning pedagogies
- ▶ Engage executive leaders in a learning culture to boost productivity, improve retention, & enhance team cultures
- ▶ Foster psychological safety & reap the rewards of increased creativity & innovation
- ▶ Effectively manage change communications with internal & external communities
- ▶ Become an effective change sponsor to describe messaging, power & position, resource management & alignment with strategy

EXPERT FACILITATOR



Ross Anderson
Facilitator & Coach
Coaching & Leadership International Pty Ltd

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\$1000

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20 DECEMBER 2019
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ABOUT THE EVENT

Leaders face a complex set of challenges, managing many different personalities and dynamics, with underlying psychological drivers. By understanding the essential psychology principles behind these relationships, at an individual and organisational level, you will be better equipped to lead others effectively, and safely manage the impacts of common derailers.

One major obstacle you will face as a leader is managing change. Change can be scary and it's unsettling - in fact, even in the organisational sense, it can be genuinely traumatic. Leadership and change management, therefore, can really be seen as a trauma prevention strategy. When we consider that the symptoms of trauma include anxiety, poor concentration, confusion, reduced memory, and irritability, it is clear why effective and psychologically literate change management strategies are essential to lead a happy and productive workforce.

Ross has worked in psychology-based leadership and change management across a variety of sectors, from front-line services to corporate environments. In this evidence-based and practice-informed workshop, you will delve into the psychology of leadership and explore the relationship between organisational change and trauma. You will acquire skills and strategies to transition teams and lead through change with as little disruption and damage as possible.

TRAINING DELIVERY AND PRE-COURSE QUESTIONNAIRE

This workshop will be delivered using a three tiered approach. The structure of each session is as follows:

1. Technical overview and review of research into the topic area under discussion
2. Practical application of management principles in the review of case studies, worked examples and interactive exercises
3. Discussion of outcomes and implementation issues

Workshop participants will have the opportunity to include comments and questions about issues outlined in the program by way of a pre-course questionnaire. This feedback will enable the course facilitator to adjust content accordingly. The workshop has limited places to allow for customisation, greater interactivity and for individual concerns to be addressed.

DAY ONE

Leadership and change

- ▶ Understand the leadership challenges in volatile, uncertain, complex and ambiguous environments
- ▶ Develop leaders to be 'People focussed leaders'
- ▶ Lead with authenticity and resilience during change initiatives

Psychological responses to change

- ▶ Understand the nature of stress and trauma
- ▶ Anticipate stress and trauma triggers
- ▶ Plan to manage stress and trauma in individuals and groups

Organisational change and trauma

- ▶ Understand the impact of poor change management on individuals and groups
- ▶ Analyse the characteristics of psychologically sound change management strategies
- ▶ Design best-practice change management programs

Change and the individual

- ▶ Master self-awareness and self-management
- ▶ Manage relationships
- ▶ Connect and support teams

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DAY TWO

Lead with process-driven approaches

- ▶ What does change look like to your organisation?
- ▶ Enhance employee loyalty, aligning with organisational goals
- ▶ Develop and sustain the involvement of internal and external stakeholders

Problem-solving to lead your organisation's change strategy

- ▶ How to ensure everyone understands their role in the change process
- ▶ Strategies to break down the barriers to communication
- ▶ Negotiation and reframing tools for effective solutions

Drive effectiveness through mentoring and coaching

- ▶ The role of the leader in improving staff experience
- ▶ Coaching staff for increased performance

Leading for sustainable change - personal action plan for success

- ▶ Strategies to embrace your diverse and inclusive leadership style to move your career forward
- ▶ Create an action plan for applying change management best practices

WORKSHOP SCHEDULE

- 8.30 - 9.00 Registration
- 9.00 - 10.40 Session One
- 10.40 - 11.00 Morning Tea
- 11.00 - 12.30 Session Two
- 12.30 - 1.30 Lunch
- 1.30 - 3.00 Session Three
- 3.00 - 3.20 Afternoon Tea
- 3.20 - 4.30 Session Four
- 4.30 Close of Workshop

YOUR FACILITATOR

Combining a long career as a consulting psychologist and holding senior roles in Australian Business Schools, Ross has become an experienced designer, developer and facilitator of a broad range of development initiatives for a large range of organisations. A former Director MBS Mt Eliza executive education with responsibility for the public sector Australia and Pacific region, he has managed large complex change initiatives in Defence, Health, Public Sector and Utilities. He was also responsible for a global project with BHP Billiton. He has developed a deep interest in working with families in business and brings his range of experience to this often complex and challenging area.

As an Executive Coach, he brings his rich background as a consulting psychologist and expertise with standardised assessment instruments to tailor unique interventions for executives. He is particularly interested in peak performance and in managing work and whole of life balance, resilience and motivation. In his primary career as a psychologist, he became a leader in the field of trauma management and crisis response. His trauma work included the armed and emergency services, employing organisations and primary and secondary victims.



Ross Anderson
Facilitator & Coach
**Coaching & Leadership
International Pty Ltd**

WHO WILL ATTEND?

- ▶ Human resources / People & culture
- ▶ Learning & development
- ▶ Organisational development
- ▶ Leadership development
- ▶ Organisational psychologists
- ▶ Leadership coaches
- ▶ Change managers
- ▶ Trainers
- ▶ WHS officers



Registration Information

Organisation Name

Address

Suburb

State

Postcode

Booking Contact Information

Title

Full Name

Position

Email

Phone



Delegate Information

#	Title	Full Name or TBA	Position	Email
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				



Your Investment

Options (per person)	Value Plus Rate	Super Saver Rate	Early Bird Rate	Standard Rate
Qty	Register and pay by 20 December	Register and pay by 20 January	Register and pay by 19 February	
___ Workshop	\$1995 + GST = (\$2194.50)	\$2295 + GST = (\$2524.50)	\$2595 + GST = (\$2854.50)	\$2995 + GST = (\$3294.50)
Discounted off standard rates :		Save up to \$1000	Save up to \$700	Save up to \$400
All Prices listed in Australian Dollars				

Group Discounts Available:	15% off Standard Rate	25% off Standard Rate	30% off Standard Rate
	Team of 3 - 4	Team of 5 - 7	Team of 8+

TOTAL incl GST	
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Note: Course materials, refreshments & lunches are included. Travel and accommodation are NOT included. Registration Options are per person only.



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