



**Harvest**

HR & PEOPLE SOLUTIONS

# Harvest HR & People Solutions

Professional Development

Leadership



# Leadership

In the 2019 Geelong HR Index over 60% of the 120+ employers that were surveyed said their leadership was either satisfactory or needed development.

Further in 2020 when many workplaces and workforces became disseminated leadership took on a new dimension with many organisations reporting their leaders needed to have more touch points with their staff. The 2020 Geelong HR Index survey revealed 33% of workplaces were challenged with employee engagement amidst the crisis and almost half of those surveyed are addressing capabilities across the organisation as a key initiative as we emerge from the pandemic. Harvest's Future of Work and Leadership program addresses building leadership capabilities.

Harvest's offering includes Leadership Training, Coaching, Mentoring and Facilitation. We have hosted HR Roundtables and Masterclasses on the subject see <https://youtu.be/9wVSycptwtY> and this continues to be offered through half-day or full-day professional development workshops. Appreciating that developing leadership skills is a journey; we have established a six-month leadership program in collaboration with our HR Nexus Partners. An example of the program can be found on page 11.



# Professional Development

## Leadership Full Day Workshop

This one day\* professional development program will provide participants with a breadth of knowledge, and interactive learning. The workshop will address the pathway to leadership, your leadership brand, developing a leadership mindset, leadership dimensions, communication and conflict in addition to resilience and wellbeing.

The program is interactive with a maximum of 25 participants with a full day's program and full program resources provided.

### Learning Objectives (Technical)

Understand what it takes to be a leader

- Address personal brand
- Learn how to persuade and influence for success
- Understand a "Leadership Mindset"

Unpack key models and leadership tools. When and how to apply them. Choose two (2) from below:

- Empowering Teams - Patrick Lencioni – Model for Teamwork
- The PRES model – Halpern and Lubar, 2003
- The Thomas Kilmann Conflict Mode Instrument
- The Ladder of Inference (excerpt from the 5th discipline fieldbook) – Peter Senge
- Situation, Behaviour, Impact (or SBI) Feedback Model – Center for Creative Leadership
- Immunity to Change – Robert Kegan

Understand Leadership Dimensions

- The positive leader
- The Authentic Leader
- The Vulnerable Leader
- The Purposeful Leader
- The Resilient
- The Reflective Leader
- The Connected Leader
- The Agile Leader
- The Inclusive Leader

### Participant Experience

- Warm and nurturing facilitators to take you and/or your team on the leadership journey
- Lots of "Aha" Moments
- Leave with tools and tactics to build a high performing team
- While there is no "I" in team, learn the importance of "you" in leading your team

### Key highlights

- High energy interactive workshop
- Significant opportunity to embed learning (within and outside the workshop setting)
- Handbook and resources to refer to upon return to the workplace

## Indicative Program

9.00am - 9.15am Harvest Welcome and Overview

9.15am - 11.00am Leadership Traits

15 minute leg stretch / Zoom break

11.30am - 1.00pm Leadership Models & Tools

40 minute Lunch / Zoom break and Lunch Time Learning Activity

1.40pm - 3.00pm Leadership Styles

15 minute Afternoon Team Break

3.15pm - 4.25pm Resilience and Wellbeing

4.25pm - 4.30pm Close

**Fee:** \$550 plus GST per person  
Minimum Daily Fee of \$5,500 plus GST

This program is customisable – please liaise with Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: [maree.herath@harvesthr.com.au](mailto:maree.herath@harvesthr.com.au)

“Our ambition is to be the region’s most trusted end to end HR services firm”