

inspiring to lead™

Overview and learning pathways

Mindset to lead / Communicating to lead /
Coaching to lead / Changing to lead / Diversifying to lead/
Mentoring to lead / Emerging to lead



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inspiring to lead™

Pathway

Why

Inspiring to lead is a thought-provoking leadership development suite, available as a single or multiple-programme solution.

Each programme is contextualised to your organisation, uses current challenges and enables your leaders to grow their individual leadership brand.

Our leadership development doesn't stop at the workshop, with the learning journal making it as far as the bottom drawer of your desk afterwards, it's ongoing. That's not to say we don't include learning journals, we do, they're just more than that. We keep the learning alive with follow-up reflection, challenges, activities and learning. It's not just the learner who is doing the work, their leader is involved as is their peer group. They're there to keep each other accountable.

Each ITL programme involves:

- **a call to action** – where learners are working on two to three behaviours they want to change
- **a digital group** – an online forum to chat, share experiences and learn from those on the programme
- **1:1 coaching** – available in this programme with the facilitator. It's a great opportunity to check in on how learners are tracking
- **Leader check-in** – a two-way conversation to support and provide opportunities to apply
- **a continuous learning group** – for all learners to explore challenges, create solutions and reach an outcome
- **ITL mobile** – available on any device at any time to keep your learning front of mind
- **an evaluation** – to uncover how the learners felt about the experience, what they learnt, if their behaviour changed and the effect of the programme on the business, team and individuals.

How

Mindset to lead



Challenges leaders' current mindset and attitudes. It gets them thinking about their every day in a different way, opening them up to new experiences and learning opportunities.

Communicating to lead



Highlights for leaders what may or may not be working with their current communication style. It will give leaders the tools they need to ensure a positive two-way conversation is their default style.

Coaching to lead



Opens the door to leaders becoming the coach they want to be. We'll help them define what that is as well as provide them with an approach and framework to make it happen.

Changing to lead



Explores the wide range of emotions that come with change. Leaders will uncover things about themselves they didn't realise and find ways they can prepare themselves, and others, for their next change event.

Mentoring to lead



Not only clarifies what mentoring is, it ensures leaders are set up to successfully serve those they are mentoring.

Diversifying to lead



Explains the differences, the benefits and strengths of having a diverse team and organisation. It encourages leaders to embrace diversity and make it their reality as the way we work continually evolves.

Emerging to lead



Brings learners face to face with the realities of people leadership and helps them decide if it's something they actually want to do. After all, leading people isn't for everyone.

Programme delivery options:

- In person workshop
- Virtual delivery in the form of 4 x 90-minute sessions
- A blend of the two.



Mindset to lead

Learner pathway

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Why

Regardless of where you're at in life, you can learn new tricks and ways of doing things. Being curious, experimenting and being comfortable failing are all important aspects that enable us to become better versions of ourselves.

The purpose of **Mindset to lead** is to challenge your current thinking on how you approach situations. Explore mindset awareness as well as pausing, reflecting and learning from different situations. We're building a culture of mindset awareness.

During your **Mindset to lead** journey, you'll have a **leader check-in**. They're there to support your learning any way they can and provide you with the opportunity to put your learning into action before, during and after the workshop.

We use the in person or virtual **workshop** to will explore concepts and apply the learning to your context.

The **digital group** is your online forum to chat, share experiences and learn from those on **Mindset to lead** with you.

1:1 coaching is available with your facilitator. It's a great opportunity for them to check in on how you're tracking, what's working and what may not be.

Your learning doesn't stop with the workshop. There is the opportunity for a **continuous learning group** for you and your fellow participants to keep your learning alive. Use this time to explore your challenges, create solutions and achieve the outcome you're after.

You'll also gain access to **ITL mobile** through any device. Use this when you need to refresh your learning and keep it front of mind.

We'll also send you an **evaluation** form to find out how you find the **Mindset to lead**.

How



Leader check-in

- A two-way conversation
- Experience driven



Digital group

- Chat and share experiences with your peers
- Discuss challenges and ask for advice



Continuous learning group

- Led by you and your peers
- Reflect on your lessons learned
- Coach each other
- Celebrate your progress



Mindset to lead 1 day workshop

- Mindset challenges
- What is mindset?
- Your mindset
- Influencing through mindset
- Leading mindsets



1:1 coaching

- 30-min session
- Phone based
- Coach led



ITL mobile

- Anytime and anywhere knowledge refresh
- Apply your learning to a current challenge



Evaluate

- Complete the evaluation

Start

Week
6



Communicating to lead

Learner pathway

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Why

Over and over we hear that communication is key, yet do we take the time to ensure we are in fact communicating with others in the best possible way?

Communicating to lead will clarify what great and effective communication looks like. It sets you up to use the best communication means to connect with people, achieve outcomes and share your stories.

During your **Communicating to lead** journey, you'll have a **leader check-in**. They're there to support your learning any way they can and provide you with the opportunity to put your learning into action before, during and after the workshop.

We use the in person or virtual **workshop** to explore concepts and apply the learning to your context. The **digital group** is your online forum to chat, share experiences and learn from those on **Communicating to lead** with you.

1:1 coaching is available with your facilitator. It's a great opportunity to check in on how you're tracking, what's working and what may not be.

Your learning doesn't stop with the workshop. There is the opportunity for a **continuous learning group** for you and your fellow participants to keep your learning alive. Use this time to explore your communication challenges, create solutions and achieve the outcome you're after.

You'll also gain access to **ITL mobile** through any device. Use this when you need to refresh your learning and keep it front of mind.

We'll also send you an **evaluation** form to find out how you find the **Communicating to lead**.

How



Leader check-in

- A two-way conversation
- Experience driven



Communicating to lead 1 day workshop

- What is communication
- Effective and deliberate communication
- Communication challenges
- Building a culture of communication



Digital group

- Chat and share experiences with your peers
- Discuss challenges and ask for advice



1:1 coaching

- 30-min session
- Phone based
- Coach led



Continuous learning group

- Led by you and your peers
- Reflect on your lessons learned
- Coach each other
- Celebrate your progress



ITL mobile

- Anytime and anywhere knowledge refresh
- Apply your learning to a current challenge



Evaluate

- Complete the evaluation

Start

Week
6



Coaching to lead

Learner pathway

inspiring to lead™

Why

Being asked where we want to develop and go is a lot more appealing than being told where we're going, right? This isn't necessarily our default way of leading, yet it could be.

The purpose of **Coaching to lead** is to set leaders up to identify coachable moments and to flex and adapt their style to suit the situation and conversation. We're giving leaders the opportunity to create their own personalised coaching framework resulting in authentic and great coaching conversations.

During your **Coaching to lead** journey, you'll have a **leader check-in**. They're there to support your learning any way they can and provide you with the opportunity to put your learning into action before, during and after the workshop.

We use the in person or virtual **workshop** to will explore concepts and apply the learning to your context.

The **digital group** is your online forum to chat, share experiences and learn from those on **Coaching to lead** with you.

1:1 coaching is available with your facilitator. It's a great opportunity for them to check in on how you're tracking, what's working and what may not be.

Your learning doesn't stop with the workshop; there is the opportunity for a **continuous learning group** for you and your fellow participants to keep your learning alive. Use this time to explore your challenges, create solutions and achieve the outcome you're after.

You'll also gain access to **ITL mobile** through any device. Use this when you need to refresh your learning and keep it front of mind.

We'll also send you an **evaluation** form to find out how you find the **Coaching to lead**.

How



Leader check-in

- A two-way conversation
- Experience driven



Coaching to lead 1 day workshop

- Why coaching
- What great coaching is
- Creating your framework
- Realities of coaching
- Preparing for the conversation



Digital group

- Chat and share experiences with your peers
- Discuss challenges and ask for advice



Continuous learning group

- Led by you and your peers
- Reflect on your lessons learned
- Coach each other
- Celebrate your progress



1:1 coaching

- 30-min session
- Phone based
- Coach led



ITL mobile

- Anytime and anywhere knowledge refresh
- Apply your learning to a current challenge

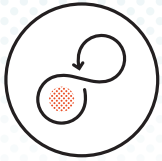


Evaluate

- Complete the evaluation

Start

Week
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Changing to lead

Learner pathway

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Why

Change is everywhere, the size and effect it has on us varies from person to person. A small change for you, could be life altering for someone else. Either way it pays to be aware of what change does to our brains and how we process it.

The purpose of **Changing to lead** is to equip you, first to understand and accept the change, then for you to create an environment where you can support your people through the change.

During your **Changing to lead** journey, you'll have a **leader check-in**. They're there to support your learning any way they can and provide you with the opportunity to put your learning into action before, during and after the workshop. We use the in person or virtual **workshop** to will explore concepts and apply the learning to your context.

The **digital group** is your online forum to chat, share experiences and learn from those on **Changing to lead** with you.

1:1 coaching is available with your facilitator. It's a great opportunity for them to check in on how you're tracking, what's working and what may not be.

Your learning doesn't stop with the workshop; there is the **continuous learning group** for you and your fellow participants to keep your learning alive. Use this time to explore your challenges, create solutions and achieve the outcome you're after.

You'll also gain access to **ITL mobile** through any device. Use this when you need to refresh your learning and keep it front of mind.

We'll also send you an **evaluation** form to find out how you find the **Changing to lead**.

How



Leader check-in

- A two-way conversation
- Experience driven



Changing to lead 1 day workshop

- Our brains and change
- Mindset when faced with change
- The emotions of change
- Leading and supporting change



Digital group

- Chat and share experiences with your peers
- Discuss challenges and ask for advice



1:1 coaching

- 30-min session
- Phone based
- Coach led



Continuous learning group

- Led by you and your peers
- Reflect on your lessons learned
- Coach each other
- Celebrate your progress



ITL mobile

- Anytime and anywhere knowledge refresh
- Apply your learning to a current challenge



Evaluate

- Complete the evaluation

Start

Week
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Diversifying to lead

Learner pathway

inspiring to lead™

Why

No two brains are the same; no two people are the same. We're all unique and offer something different to every situation. The way we work is also changing and we're all adapting to that in our own way.

The purpose of **Diversifying to lead** is for leaders to embrace diversity and ensure inclusion in their workplaces in turn enhancing their organisation, team and self.

During your **Diversifying to lead** journey, you'll have a **leader check-in**. They're there to support your learning any way they can and provide you with the opportunity to put your learning into action before, during and after the workshop. We use the in person or virtual **workshop** to will explore concepts and apply the learning to your context.

The **digital group** is your online forum to chat, share experiences and learn from those on **Diversifying to lead** with you.

1:1 coaching is available with your facilitator. It's a great opportunity for them to check in on how you're tracking, what's working and what may not be.

Your learning doesn't stop with the workshop; there is the **continuous learning group** for you and your fellow participants to keep your learning alive. Use this time to explore your challenges, create solutions and achieve the outcome you're after.

You'll also gain access to **ITL mobile** through any device. Use this when you need to refresh your learning and keep it front of mind.

We'll also send you an **evaluation** form to find out how you find the **Diversifying to lead**.

How



Leader check-in

- A two-way conversation
- Experience driven



Diversifying to lead 1 day workshop

- Strength in diversity
- Becoming aware of your bias
- Creating an inclusive environment
- The future of work



Digital group

- Chat and share experiences with your peers
- Discuss challenges and ask for advice



1:1 coaching

- 30-min session
- Phone based
- Coach led



Continuous learning group

- Led by you and your peers
- Reflect on your lessons learned
- Coach each other
- Celebrate your progress



ITL mobile

- Anytime and anywhere knowledge refresh
- Apply your learning to a current challenge



Evaluate

- Complete the evaluation

Start

Week
6



Mentoring to lead

Learner pathway

inspiring to lead™

Why

Do you know the difference between mentoring and coaching? These are two words that cause confusion. They're often misunderstood or blended together to become something entirely different, yet they are two key skills of a leader.

Mentoring to lead will clarify what it means to be a mentor, as well as giving you the opportunity to implement a mentoring structure, build skills and be consistent in your approach.

During your **Mentoring to lead** journey, you'll have a **leader check-in**. They're there to support your learning any way they can and provide you with the opportunity to put your learning into action before, during and after the workshop.

We use the in person or virtual **workshop** to explore concepts and apply the learning to your context.

The **digital group** is your online forum to chat, share experiences and learn from those on **Mentoring to lead** with you.

1:1 coaching is available with your facilitator. It's a great opportunity to check in on how you're tracking, what's working and what may not be.

Your learning doesn't stop with the workshop. There is the opportunity for a **continuous learning group** for you and your fellow participants to keep your learning alive. Use this time to explore your challenges, create solutions and achieve the outcome you're after.

You'll also gain access to **ITL mobile** through any device. Use this when you need to refresh your learning and keep it front of mind.

We'll also send you an **evaluation** form to find out how you find the **Mentoring to lead**.

How



Leader check-in

- A two-way conversation
- Experience driven



Mentoring to lead

1 day workshop

- What is mentoring?
- The mentoring process
- Common issues and challenges
- Setting up to mentor



Digital group

- Chat and share experiences with your peers
- Discuss challenges and ask for advice



1:1 coaching

- 30-min session
- Phone based
- Coach led



Continuous learning group

- Led by you and your peers
- Reflect on your lessons learned
- Coach each other
- Celebrate your progress



ITL mobile

- Anytime and anywhere knowledge refresh
- Apply your learning to a current challenge



Evaluate

- Complete the evaluation

Start

Week
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Emerging to lead

Learner pathway

inspiring to lead™

Why

Transitioning or stepping into a leadership position isn't always given the preparation or priority it deserves. This can leave those new to people leadership floundering and unsure of what they need to be doing.

The purpose of **Emerging to lead** is to bring you face to face with the realities of people leadership and helps you decide if it's something you actually want to do. After all, leading people isn't for everyone.

During your **Emerging to lead** journey, you'll have a **leader check-in**. They're there to support your learning any way they can and provide you with the opportunity to put your learning into action before, during and after the workshop.

We use the in person or virtual **workshop** to will explore concepts and apply the learning to your context.

The **digital group** is your online forum to chat, share experiences and learn from those on **Emerging to lead** with you.

1:1 coaching is available with your facilitator. It's a great opportunity for them to check in on how you're tracking, what's working and what may not be.

Your learning doesn't stop with the workshop; there is the **continuous learning group** for you and your fellow participants to keep your learning alive. Use this time to explore your challenges, create solutions and achieve the outcome you're after.

You'll also gain access to **ITL mobile** through any device. Use this when you need to refresh your learning and keep it front of mind.

We'll also send you an **evaluation** form to find out how you find the **Emerging to lead**.

How



Leader check-in

- A two-way conversation
- Experience driven



Emerging to lead Day 1 workshop

- Defining leadership
- Setting yourself up
- Self-leadership
- Situations and communication



Emerging to lead Day 2 workshop

- Your leadership identity
- Influencing up and down
- Transitioning to a leader



Digital group

- Chat and share experiences with your peers
- Discuss challenges and ask for advice



1:1 coaching

- 30-min session
- Phone based
- Coach led



Continuous learning group

- Led by you and your peers
- Reflect on your lessons learned
- Coach each other
- Celebrate your progress



ITL mobile

- Anytime and anywhere knowledge refresh
- Apply your learning to a current challenge



Evaluate

- Complete the evaluation

Start

Week
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