

LEADERSHIP PROGRAMS GUIDE

REGISTER NOW



We don't just transform leaders.
We change lives.

Let's get your transformation started today.



Our Training & Development Programs

A blend of ingredients to facilitate transformation

Our programs are designed for everyone from emerging leaders to experienced leaders who are navigating constant change, in this accelerating world.

These programs cover a broad range of core skills and competencies and are designed to expand and sharpen your toolkit for meaningful and ongoing growth.

PERSONALISED ATTENTION – A Professional Development Plan provides the individual attention that fosters personalised support.

ASSESSMENT AND FEEDBACK – The power of the assessments combined with individual coaching offers a well-rounded picture of strengths, development needs, and leadership styles—frequently cited as the most valuable part of our programs.

A SAFE ENVIRONMENT – A safe, confidential environment is created for candid sharing and experimenting with new behaviours vital to development.

EXPERIENTIAL LEARNING – The change initiative, activities and breakout sessions offer participants the chance to practice new behaviours while learning from their program peers.

GOAL SETTING – Participants are given time to apply the lessons from the training and coaching to create personal and professional goals.

PEER LEARNING – Program participants interact with and learn from peers of other businesses who face similar challenges. They also share their experiences of change initiatives that are working well in the business (why 'reinvent the wheel' when another business has the learnings they are able to glean).

ONGOING SUPPORT – Due to our strong commitment for participants' sustained success, there is continuing support, development, and shared learning opportunities for program alumni.

The above elements make for a specialised program.

THIS LEADERSHIP PROGRAMS GUIDE
is an at-a-glance overview of our programs
targeted towards different levels of leaders.

**CHOOSE YOUR LEADERSHIP
LEVEL**



LEADER LEVEL	CHALLENGES	COMPETENCIES
<p>1 LEADING SELF</p> <p>INDIVIDUAL CONTRIBUTORS EMERGING LEADERS</p> <p>Strength One-on-One Program Coaching</p>	<ul style="list-style-type: none"> • Preparing for management or leadership role • Building a common leadership language within a business/organisation • Increasing personal effectiveness and performance 	<ul style="list-style-type: none"> • Establishing credibility • Leading with purpose • Delivering results • Interpersonal savvy • Embracing flexibility • Tolerating ambiguity • Understanding one's own values
<p>2 LEADING OTHERS</p> <p>TEAM LEADERS MANAGERS</p> <p>'Change Agent' Manager Acceleration Program</p>	<ul style="list-style-type: none"> • Transition from individual performer to leading a team • Build relationships to get work done • Deal effectively with conflict • Solve problems successfully • Sell ideas to senior leaders 	<ul style="list-style-type: none"> • Coaching and developing others • Leading team achievement • Building and maintaining relationships • Resolving conflict • Learning to delegate • Innovative problem solving • Embracing change • Adapting to cultural differences
<p>3 LEADING BUSINESS</p> <p>MANAGERS BUSINESS OWNERS</p> <p>'Change Leader' Leadership Acceleration Program</p>	<ul style="list-style-type: none"> • Setting vision and building toward the future • Balancing trade-offs between the short-and long-term • Aligning the business for strategy implementation • Developing a high-performing leadership team 	<ul style="list-style-type: none"> • Creating and articulating vision • Driving results • Strategic thinking and executing plans • Creating engagement • Identifying innovation opportunities for new products/services/businesses • Leading a major change initiative
<p>4 LEADING BUSINESS</p> <p>MANAGERS LEADERSHIP TEAM BUSINESS OWNERS</p> <p>Mentoring Program</p>	<ul style="list-style-type: none"> • Applying the learning to the specific business environment • Setting business and professional goals • Fostering alignment across the business 	<ul style="list-style-type: none"> • Creating strategic alignment • Creating and executing a Strategic Plan • Leading the culture • Creating a dashboard of KPIs • Identifying the process drivers for superior financial performance • Creating a culture of innovation

** Program is available to participants and alumni of the 'Change Leader' Program.



THE BEST VIEW COMES AFTER THE HARDEST CLIMB

... below is the 'view'
for our core programs ...

Level 2. Change Agent Manager Acceleration Program

(Managers and Emerging Leaders)

LEADING FROM THE MIDDLE IS TOUGH.

Your boss has priorities. Your direct reports have questions. Your business landscape is constantly changing. Your peers ask you for help and toss in extra projects. It's complicated to lead in a diverse and changing world — we know. The reality is that middle managers are often the 'glue' that holds the business together. So how do you juggle the churn and use your power and influence to get work done?

That's where we come in. The longest-running program of its kind, our 'Change Agent' Manager Acceleration Program is designed specifically for managers and emerging leaders. In other words, those navigating the in-between.

Through experiential practice in a dynamic, peer-based learning environment, you'll become a stronger individual leader, team leader, and key player in your business. You'll gain the courage, resilience, and agility to navigate the disruption, uncertainty, and complexity of today's leadership challenges. And you'll learn how to manage the pressure that business systems and power dynamics place on you and your team. This isn't just leadership training — it's a transformation that gives you mindsets and skillsets to handle challenges that come with work and life.

**YOU NEED CHANGE AGENTS WHO CAN SEE AND IMPLEMENT
BUSINESS IMPROVEMENT OPPORTUNITIES AND MOTIVATE
COLLEAGUES TO EMBRACE THE CHANGES.**

Level 3. Change Leader Leadership Acceleration Program

(Business Owner/s and Senior Leaders)

SEE THE BIGGER PICTURE SO YOU CAN MAKE A BIGGER IMPACT.

Leaders have a lot on their 'plates' - and it's all a priority. They're responsible for the whole business - all geographical regions and important functions that are essential to the success of the entire business.

So, when everything needs attention, how do leaders make sure the day-to-day needs of people, processes, and systems are not only being met, but balanced with business strategy and priorities? With so much to manage, connection is key — whether it's across the boardroom, across the office, or interstate.

That's where we come in. The 'Change Leader' Leadership Acceleration Program gives senior leaders an opportunity to recognise both the nuances and the big picture of their business's overall vision and how they fit inside it. Through immersive, learning exercises in a dynamic, peer-based learning environment, leaders leave the program with the skills and support necessary to be more strategically effective within their business now and in the future.

They are equipped to develop a high-performing leadership team.

**YOU NEED CHANGE LEADERS WHO CAN UNDERSTAND AND
NAVIGATE BOTH HALVES OF THE CHANGE EQUATION:
BOTH PEOPLE AND PROCESS.**

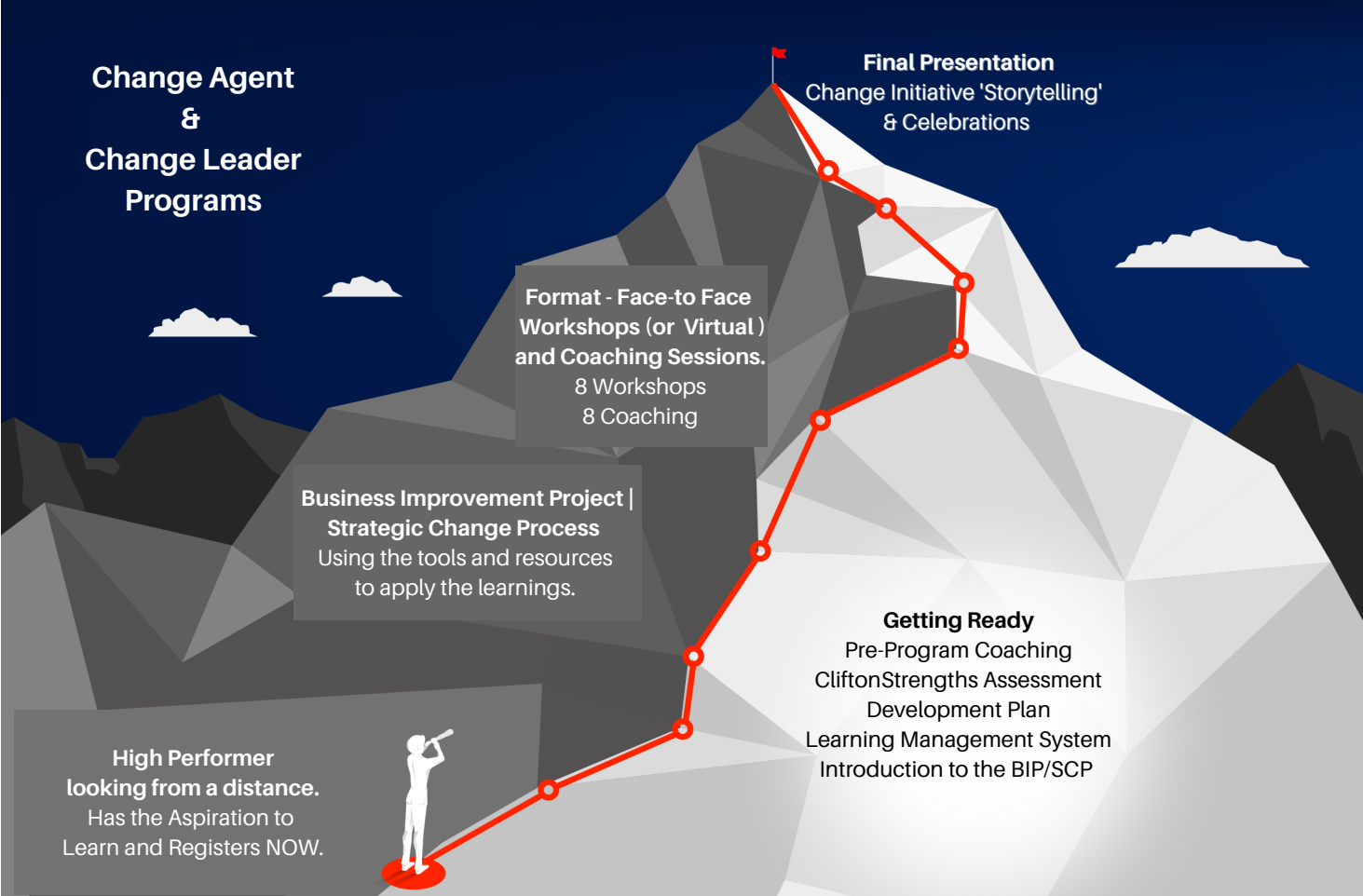


**It isn't about what we can do.
It's about what we can help you do –
today and into the future.**

GET READY FOR A TRANSFORMATION

Participants gain a clear perspective on who they are as a leader, how to find balance so they can thrive in their personal and professional environments, and forge a clear path forward with ongoing support for whatever the future may hold.

We don't just make promises, we measure impact. Engine Room Business Innovation Alumni and their sponsors report measurable improvements to overall business/business units productivity, increased confidence and a deeper understanding of the 'macro view', with a change initiative.



APPLY — SUSTAIN YOUR LEARNING

With the pre- and post-workshop/coaching experiences, participants are able to apply the learnings through their reflections that will lead to actionable insights and immediate next steps; and with the Change Tools and Principles they are able to transform the business by executing the change initiative.

The Leadership Programs provide participants dedicated time to focus on the leadership mindsets, skillsets, and competencies that are most critical for mid- to senior-level managers.



Start Now

TO BE PRIMED AND READY FOR 2024

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PREPARE - GETTING STARTED

For any major change initiative you need to develop the skills and techniques to be 'ahead of the curve' for it to be successful.

By enrolling now you/your team are provided with the pre-program coaching to develop the planning strategies necessary to start off strong in 2024. Our tools and resources provide exactly what is needed to properly prepare for the programs - so you are able to focus working 'on' the business.

We believe in taking proactive measures by getting 'ahead of the curve' with preparation before diving into any change initiative.



**Life is like a hike, the view changes as you start moving.
Don't worry about having all the answers.
Have the courage to start and the path will reveal itself.**

Working together with us will give you/your team access to all the necessary knowledge and skills required of a successful leader that will achieve great results. We guarantee a smart approach to personal and professional development which keeps everyone on track from beginning until end.

Both change programs begin with 4 Coaching Sessions which includes:

- Self-Assessment and Personal/Professional Development Plan.
- Introduction to the blended learning concept, Learning Management System training and the resources and tools associated with the program.
- Review of the draft project ideas form | strategic review plan for the respective program.

These coaching sessions establish the foundation for significant personal and professional growth in 2024.

For every step of your learning journey, **Engine Room Business Innovation** facilitators and coaches will be there. You, your business will have different needs at different, critical junctures.

Whether you're working to develop better financial performance, greater business, a team that works more effectively, or looking to improve a particular set of leadership skills, we deliver results that truly matter and that build strong performance cultures with enduring value.

The 4 phases of our learning approach move you through leadership development in a way that sticks.

1

Prepare

Begin reflecting on leadership and change in the business.

2

Engage

Skill development and guided practice.

3

Apply

Application of the concepts, principles, methods and tools.

4

Sustain

Build on your progress and scale as you go.