PROFESSIONAL DEVELOPMENT TRAINING

1300 121 400

REQUEST QUOTE

1.0 DAY COURSE

# Leadership Development +

**Leadership Development + leadership tools + leadership AI**

**Leadership Development + goes beyond traditional training. It delivers practical tools and AI-driven insights that solve real-world challenges and help you lead with clarity, confidence, and impact.**

**Most leadership courses teach concepts and lay the foundations. Leadership development is a bit like teaching physics to an engineer. It teaches them important, foundational concepts and principles - how to understand a situation. However, for engineers, when they go to work, they are given tools for the job - like CAD software, and estimation tools. They get tools for the job - and are trained to use them.**

**This leadership development + course provides leaders with the principles AND with tools and AI to use on the job. The only question is why would you do a traditiona lleadership course - that doesn't give you tools and AI to use in the day to day job of leadership?**

### What You'll Gain:

When you moved into leadership you moved off the tools, with **Leadership Development +** you learn how to be a better leader, why that will make your life better and how improve performance of your team.

The course teaches you how to be more effective at every step of leadership using practical, data-led tools, with the world's leading AI for leadership at your side every step of the way.

With leadership development + you get your new tools for the job of leadership, so you can lead with confidence, clarity and insight.

## Outcomes

With this practical 1-day course, you can join a 1-day class, or complete it in your own time online.
You'll learn the *Why, What and How* of best-practice approaches to leadership, easy to use tools land leadership AI all from the world's most complete leadership platform. And you

receive 6-months access to all the tools and AI so you can become a more effective leader immediately.
From enrolling in Leadership + you learn leadership skills, receive a leadership platform and your own leadership AI companion, you will have everything you need to improve:

- Engagement of your team - so they do their best work, and stay committed to your team
- Attraction - so you can secure the best candidates t grow your team
- Accountability to improve productivity - so you have the confidence to hold people accountable - and know how to handle the conversation
- Teamwork and collaboration - you'll learn how to use the tools, reports and AI to have the insights to be an effective, respected leader
- Feedback - so you can give feedback confidently and know who to give feedback that inspires improved performance instead of hurting people's feelings
- Reduce conflict because your AI can tell you how the different people approach conflict - and how to resolve conflict between them
- Improve onboarding with a slick and engaging process that ensure you have a high-performing team - even when you're growing
- And you will gain recognition as a REACH Certified Leader, a powerful credential to take with you through your career

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# Modules

### Lesson 1: Welcome to the REACH Certified Leader Course!

- Meet Your trainer and your class
- Welcome to the course - what to expect
- Access your leadership platform and AI
- Orientation to Your REACH Dashboard
- Understanding Personalities
- Understanding motivations and behaviours
- Send your first personality profile

### Lesson 2: Engagement: Building and Maintaining the Right Culture

- Culture First: As the leader, why understanding and creating a good culture is so important for your leadership experience.
- Using Culture and Pulse Surveys to understand your culture?
- REACH Culture & Pulse Surveys: What Do They Look Like And Why Are They Useful To Me?
- Do It: Create and Prepare to Send a Standard Culture Survey
- REACH Culture & Pulse Surveys: Creating Custom Culture & Pulse Surveys
- REACH Culture & Pulse Surveys: The User Experience
- Part A - Quiz: Survey Length vs Quality of Answers
- Part B - Do It: Create a Custom Pulse Survey

- Culture Analytics for Leaders of a Team
- Tags and Custom Questions
- Quiz: Tags and Surveys
- Diving Deeper: Sentiment Analysis
- Diving Deeper: Heat mapping
- Do It: Create a Pulse With Demographics

### Lesson 3: Feedback: Using 360's For Positive Feedback and Growth

- The Gift of Feedback - become a more effective leader
- Feedback Is a Gift: 360s For You
- How: Providing Feedback
- REACH 360 - What's In the Report
- Quiz: Coaching Opportunity?
- Creating a Standard REACH 360
- Do It: Create a Standard 360 Survey
- Creating a Custom 360 Template
- Do It: Create a Custom 360 Template
- Creating and Sending 360 from Custom Template

### Lesson 4: Hiring The Right People: Using Data To Improve Your Hiring Process

- Why: How much making the wrong hiring decision impacts you as the leader
- Using REACH assessments with job applicants
- What: The Interview Companion - how it helps you make better hiring decisions
- Preparing the Interview
- Do It: Download the Interview Guide for Charles Poulton
- Using the Interview Companion: Preferences and Skills
- Closing the Loop: Adding Competencies and Tasks to REACH
- Quiz: Thinking About Future Interviewing
- Reflection: What's Important to You?

### Lesson 5: Conflict: Minimising Conflict and Improving Teamwork During Growth

- Why workplace conflict arises during growth
- Why you should get onboarding right
- Onboarding like an expert
- Team Formation Companion
- Team Formation Presentation
- Do It: Build Your Team and Download a Formation Companion
- Responding to Conflict or Dynamics: Resources and REACH Copilot
- REACH Copilot In Action: Conflict Resolution Tips

### Lesson 6: Retention: Improve Retention With Development, Feedback and Accountability

- Keep Your Great People by Developing Them
- The Gateway to Self-Directed Learning - Personal Development Dashboard
- Reviewing Growth and Check-Ins
- REACH in Microsoft Teams
- Using Data to Identify Training Opportunities )
- Learning Activities - In Meeting or Workshops
- Coaching - Leader or Peer Led

- REACH Copilot Quiz
- Reflection: Planning Your Team Development
- REACH Copilot In Action: Conducting a Performance Conversation

### Lesson 7: Retention: Improve Using Data To Give Challenging Projects and Promotions To The Right People

- Retaining Talent by Assigning Challenging Work
- Identifying Internal Talent
- Using the Strengths Finder
- Quiz: Do a Strengths Search

### Lesson 8: Insights to lead different types of teams - including Virtual Teams and Sales Teams

- Additional Tools for Leadership: Leveraging the Companions and Reports
- Accessing the Development Companions
- Using the Sales Team Development Companion
- Using the Leadership Development Companion
- Using the Team Development Companion
- Using the Virtual Team Development Companion
- Reflection: What's Your Plan?

### Lesson 9: Data-led leadership: Gaining Insights Using Surveys (Including Learning Why People Are Leaving)

- The Cost of Losing Great People
- Overview: Please Tell Me Module - the power of insights from surveys
- Launching a Standard Survey
- Launching a Custom Survey
- Revision: Response Types and Questions
- Revision: Response Types and Questions
- Do It: Create Your Own Separation Survey With Demographics

**Talk to our expert team**

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