



High Achievers

Get Executive Ready

Are these your challenges?

- You want to step up and try more senior roles
- You want to speak and engage more confidently
- You want to be a leader worth following

OUTCOMES

As a star performer on the High Achievers program:

- Build competitive spirit, with collaborative practice.
- Be ready to earn more, be happier, and influence better.
- Be competent to lead, confident to speak, and capable of more.

WHO THIS IS FOR

- High potential star performers who are technically competent in their core role and ready to take on more leadership and management responsibilities.

	<i>Action</i>	<i>Results</i>	<i>Reward</i>	<i>Recognition</i>
CAPTAIN	Achieve	5x	\$\$\$\$	Venerated
STAR	Perform	2x	\$\$\$	Celebrated
PLAYER	Contribute	1x	\$\$	Acknowledged
LOAFER	Spectate	0	\$	Ignored

- **The Loafer** just turns up for the minimum requirements. The fewer we have of these the better.
- **The Player** is a new team member and they are learning the ropes, contributing to the best of their ability.
- **The Star** is someone who is technically competent and solid in their current role. They can either continue to develop their technical expertise or can grow into being a CAPTAIN, someone who can bring out the stardom in others.



- **The Captain** is when a person can motivate and inspire others to perform their roles with a high degree of excellence. They can be your second in command, are capable of taking initiative and see the bigger picture. They free you up from being the go-to person.

In this program, we want to take you from STAR and turn you into a CAPTAIN.

The key to doing this is DEEP SELF KNOWLEDGE and the ability to ENGAGE AND LEAD OTHERS.

This is what we will focus on:

	<i>Locate</i>	<i>Navigate</i>	<i>Operate</i>
KNOW THYSELF Manage Emotion	Map the Past 1	Experience Emotions 4	Learn From Failure 7
GROW THYSELF Explore Perspective	Map Beliefs 2	Scope Behaviours 5	Coach For Performance 8
SHOW THYSELF Exert Influence	Map Executive Presence 3	Master Message 6	Deliver Results 9



Program Details

Content Topic	Detail	Delivery
Welcome and Overview	Meet your fellow participants Overview of the program and learning process	Live webcast
1. Map The Past	Understand one's leadership journey to date to map next stage of development	Onboarding videos Self directed reflective exercises
2. Map Beliefs	Understand how one's beliefs are shaped	Video lesson Reflective journal exercise
3. Map Executive Presence	Develop rapport, charisma, and influence skills	Video lesson Multiple source feedback exercise Online survey
4. Experience Emotions	Learn advanced emotional intelligence skills	Live webcast Daily exercises
5. Scope Behaviours	Develop the skills to read behaviour patterns in self and others. Includes: change triggers, drama triangle, stages of leadership maturity, behaviour preferences, sociometries	Video lessons Reflective journal exercises
6. Master Message	Develop the skills to have difficult conversations, give effective feedback, deliver bad news, how to speak up, how to manage up.	1 Day Master Class
7. Learn From Failure	Develop the skill of assessing and learning from mistakes, how to recover from making bad decisions, how to deal with the fallout, and reframing failure.	Video lessons Reflective journal exercises
8. Coach For Performance	How to motivate, inspire, delegate and coach others	Live Webcast
9. Deliver Results	How to manage competing deadlines and projects, when and how to say 'no', prioritising, developing results and measures	Live Webcast
10. Larapinta Leadership Expedition	4 day Deep Dive in a spectacular setting with peers to learn Management vs Leadership Thinking like a leader Crafting a personal leadership vision Speaking with persuasion	4 day expedition 20-23 June 2019 from Alice Springs *does not include travel to and from Alice Springs or meals and accom either side of the expedition

INVESTMENT

\$5000 + GST per person