

Challenge

One of the challenges with traditional leadership training is that its primary focus is on 'leading others', teaching the skills associated with leading a team or organization. While this should be the ultimate end goal, we need to first acknowledge that many people struggle to lead themselves in an on purpose manner. It is difficult to lead others if we have not first developed a sufficient level of self awareness that allows us to recognize our own strengths, weaknesses, values, beliefs and fears. Developing self awareness and then applying the skills to become a true leader takes time, like any change initiative it does not happen over night. When developing leadership skills in our people, we are asking them to make significant changes to behaviours that they have developed over many years, this change will take time, personal commitment, constant support and ongoing coaching.

Solution

The 'Leadership Advance' program has been developed to address the challenges identified above. Over the course of 12 months, the participants will focus on the 'Four Pillars of Leadership' :

Understand Yourself - using a variety of tools, the participants will learn about their motivators, values, beliefs and fears. Understanding why they do the things they do will form the foundation for starting to change the way they lead.

Leading Yourself - improving how we lead ourselves, by understanding and improving our delegation, time management, communication, decision making and accountability. Understanding how our ego and fears often drive the behaviours that prevent us from becoming competent leaders.

Understanding Others - recognizing that we are all different is key to being a great leader. We often don't take the time to understand ourselves let alone others. This session focuses on recognizing the diverse nature of our teams and how great organizations make the most of these differences. Learning how our bias and false beliefs can often prevent us from leading in an 'on purpose' manner.

Leading Others - The final session takes all the knowledge that has been developed over the year and applies it to leading other people. Leadership is not a position on an organization chart, real leaders build trust and accountability. Using solid performance management and coaching techniques to build a high performing team.



'It's all about the journey, not the destination'

Delivery

Change takes time, which is why this program is delivered over the course of 12 months. Each quarter of the year will focus on one of the Four Pillars. There will be 4 face to face workshops (1.5 days each) covering each of the Four Pillars. In between the workshops there will be assigned reading and development activities so that participants get used to self development, because after the year their journey will not be over, in fact it will be just beginning.

To promote the interactive nature of the experience, groups are limited in size to 12 participants.

Throughout the program the participants will have access to one of our consultants for advice and coaching between sessions.

All organizations and people are different so the program can be modified to suit specific organizational or personal outcomes if required.

Contact Us

Give us a call for more information about our services

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Visit us on the web at www.byngleadership.ca



"Excellent subject matter that really provides you with the skills to help you grow as both a leader and a person"

Program participant, 2016

About Us

Craig brings over 25 years experience leading teams, projects, organizations and individuals. With a background in engineering, project management, construction management and operations management he brings a wealth of knowledge to your organization.

His focus is on Leadership Development, tailoring programs to suit the needs of your organization and people. Getting beyond the traditional 'check in the box' approach to leadership development, he will take your team on a journey of discovery, learning about themselves and how their beliefs and behaviours shape the outcome of their enterprise. Supporting your team as they grow into a forward thinking, innovative and dynamic group who are hungry for change and driven for success. Craig's experience spans a wide variety of industries including power, renewable energy, pharmaceuticals, bio-tech, oil and gas, healthcare, transportation infrastructure and manufacturing.

Craig teams up with an experienced group of consultants, all specialists in their field, to deliver the perfect experience for your people.