

Leadership Challenge

Challenge You.....Inspire You.....Transform You

Challenge

“She’s a natural born leader”.....how often do we hear those words? While it’s true that some are born with a natural tendency to lead, the majority of us need a significant amount of help understanding what real leadership is about before we can even begin to change our own beliefs and behaviours and as a result, improve our Leadership Competency. All too often we wait until an individual is in their first senior leadership position before we start to develop their leadership skills. We prepare our people with all the technical skills they need to do their jobs but we overlook the important aspects of leadership that are so vital if they, and as a result our organizations, are to truly succeed. It takes many years to develop the self awareness and skills that allow us to maximize our leadership potential so why do we wait until someone is promoted and already starting to fail?

Solution

The Leadership Challenge is a customized, year long program, tailored to your individual organization’s needs. Intended for junior managers and those showing leadership potential, we will give them the opportunity to spread their leadership wings in a safe environment, giving them the essential skills required to take on that next Leadership Challenge in their lives. We will work with you from candidate selection through to graduation to ensure that the program satisfies the needs of both the individual and the organization. The Leadership Challenge group meet monthly, in a confidential and safe environment, to challenge each other and themselves on the challenges of real leadership. Some of the topics that they will cover during the year include:

Self-Awareness - The key to successful leadership and teamwork is self-awareness. We help people understand themselves - their strengths, weaknesses, desires and fears. A self-aware leader creates and develops other leaders, strengthening your organization in the process.

Coaching and Mentoring - Throughout the program the individuals pick up, through experiential learning, solid coaching and mentoring skills, an essential skill as they go on to develop other leaders.

Communication - Communication is fundamental to the success of any venture, no matter how big or small. Understanding how we communicate and, more importantly, how we sometimes fail to get our message across is critical for all leaders to understand.

Vision - Successful people and organizations all have one thing in common – a clear, concise vision that everyone understands and supports. Having a ‘Vision’ is so much more than a pretty poster in the reception, it involves a level of understanding and commitment from the entire organization but it starts with leaders that are not only aligned with the vision but are able to clearly articulate it.

Balance - There is no denying that with the progression of technology in recent years, we have imposed pressures on ourselves that can seriously impact our quality of life. It is difficult, but not impossible, to achieve a healthy life balance, the result of which will be high performing and motivated individuals leading successful, and equally motivated teams.

“..my experience was informative and enlightening. The program placed great emphasis on my personal development while refocusing my purpose as a leader”

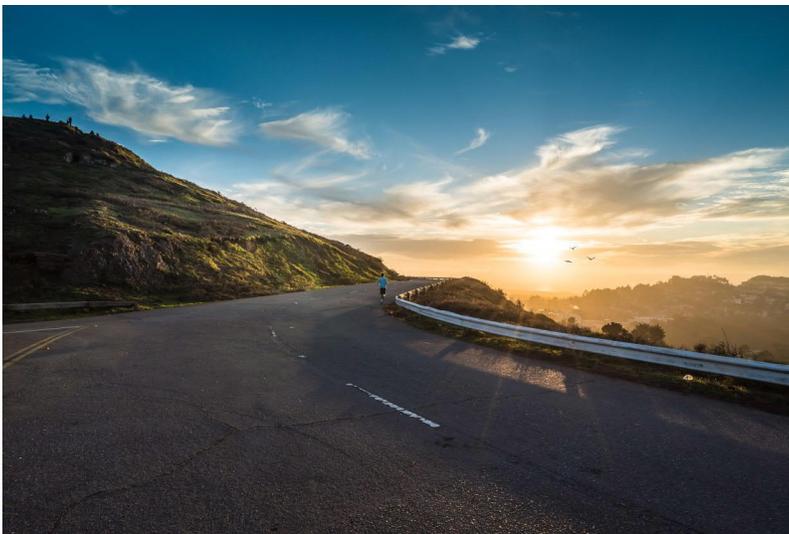
2014/15 ‘Leadership Challenge’ Graduate

Delivery

In the same way that no two individuals are the same, no two organizations are the same either. As a result we tailor each program to suit the specific needs of your organization and people. Our delivery method is face to face. We will work with you to understand your needs and develop a program that delivers.

The program typically starts with a 2 or 3 day off site team orientation followed up with a full day off site every month for the remaining 11 months. Between each monthly sessions the participants will continue to work on their leadership development through assigned reading and research, tailored to your specific industry and organization.

At the completion of the program participants are reminded that this is the first step on a journey and they are introduced to the necessary tools in order that they can continue on their path.



We will take you on a journey, which won't always be easy, but we promise it will always be worthwhile.

“I knew the program was going to change my way of thinking, but Craig’s mentorship and consistent coaching along the way, was far more than I imagined”

KC, Leadership Challenge participant 2015

Contact Us

Give us a call for more information about our services

Byng Leadership

p—647 998 2964

e—info@byngleadership.ca

Visit us on the web at www.byngleadership.ca

About us

Craig brings over 25 years of 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.