

HUMANKIND

Developing Leaders Workshop

3 x 4.5 hour in-person workshops.

Leadership is a critical competence for business success. However, leaders are often given the responsibility of a team and business outcomes without any training or development. This programme gives leaders practical tools and confidence to effectively lead others and build their own self-awareness.

At Humankind, we have worked with hundreds of businesses, supporting them to build better workplaces. We have seen the challenges that leaders face and have created this development programme to best support you to build capability and confidence to lead your people and your business.

Total investment: **\$3,500** plus GST



KEY INFORMATION:

Why this programme?

- Make in-person connections with leaders from other organisations
- Manageable time commitment (3 x 4.5 hour sessions) spaced over 3 months
- A focus on practice, reflection and embedding the learning between sessions
- Introduction to a human-centred approach to leading
- Facilitated online check-in throughout the programme to enhance learning

Who is this for?

- Leaders who are new to the game and want to equip themselves with the right skills.
- More experienced leaders who need to pause and reflect on their journey so far and refresh their knowledge to take their leadership to the next level.

Pre work

- Leadership questionnaire, goal setting and reflection exercises

WORKSHOP CONTENT:

Session One

Leading Others

This first session starts to develop leaders' understanding of leadership, team dynamics and team effectiveness. Through sharing tools and techniques, we equip leaders with what it takes to **lead others**:

- Introduction to human centred leadership
- Building effective teams
- Leading hybrid and remote teams
- Communication – listening and feedback
- Giving feedback and leading challenging conversations

Session Two

Leading Outcomes

The ultimate goal of leadership is to **lead business outcomes**, session two explores this. Supporting leaders to lead in their functional areas and across the business:

- Understanding context and translating the vision
- Setting goals and targets
- Collaborating / influencing

Session Three

Leading Myself

Only when leaders can **lead themselves**, can they then start to lead, inspire, and develop capability in others. Our final session focuses on the leader themselves. This is a deep dive into who they are as a leader, developing their understanding of how their thinking and behaviours impact others:

- Leadership strengths and challenges
- Personal leadership style and identity
- Being at their best

Post Programme (Optional)

Following the leadership programme for those wanting additional insights into their leadership style, we offer a full 360 survey including self assessment and peer, manager and team feedback. This is supported with 3 one-one coaching sessions to leverage learnings and insights.

\$3,500 plus GST

2023 LEADERSHIP PROGRAMME DATES

Wellington Cohort Two

Session One: Leading Outcomes	24 August
Session Two: Leading Others	14 September
Session Three: Leading Myself	12 October

Auckland Cohort One

Session One: Leading Outcomes	12 October
Session Two: Leading Others	9 November
Session Three: Leading Myself	7 December

▶ Cohort registrations are open now, email leadership@humankind.nz to enquire.

www.humankind.nz

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