

# 7 Steps to Personal Leadership

Personal Leadership is about becoming more powerful and influential in your organisation so that you can lead wherever the organisation needs to go.

Even more than that, it's about your personal contribution to your organisation and your work -- how you can bring more of what is uniquely you into everything you do.

With this programme you will extend your leadership capacity in:

- understanding what to do as a leader
- knowing how and developing the practical skills to do it
- developing the mindset to make it happen

The focus of the programme is to help you explore and develop the thinking (the values, beliefs, motivation and inspiration) that supports your unique personal leadership.

The style is informal and relaxed, fun and light-hearted, practical, relevant and real.

The approach is non-prescriptive, working "from the inside out" to encouraging you to find ways of thinking and being that work for you, energise you, and motivate and inspire you.

## Here's How It Works...

### 1. Understanding Leadership

- **Explore** the notion of leadership and specifically what it means in your organisation
- **Develop** your thinking about the kind of leader you want to be
- **Frame** your skill development in key areas of Vision, Challenging, Modelling, Enabling and Encouraging.
- **Checkpoint** your current leadership skills with 360° feedback (the Leadership Practices Inventory)

### 2. The Empowerment Workshop

A high-energy organisation simulation in which you will:

- **experience** both traditional and progressive organisation cultures
- **learn** how organisations work in highly predictable ways
- **experiment** with collaborative and empowered ways of working
- **discover** the challenges facing leaders in achieving change, and develop strategies to overcome them

### 3. Leading with Emotional Intelligence

Learn how to engage people's hearts and minds through:

- **building** the acuity and flexibility to influence others sensitively and empathetically
- **understanding** and influencing motivation - your own and others'
- **developing** refined skills of "meaningful influence" through attention to and respect for others

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**Want to get started?**

Contact [rob@lichfield-associates.com](mailto:rob@lichfield-associates.com)

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# 7 Steps

## to Personal Leadership continued

### 4. Developing your Personal Leadership (The "Inner Game" of Leadership)

- **Develop** a deeper understanding of your values and drivers, and how they support you as a leader
- **Organise** your thinking and motivation so that you can put your leadership skills into action
- **Develop** clarity about your own values, beliefs, purpose and inspiration so that you can lead and inspire others
- **Know** how to bring more of your "best self" into the work you do

### 5. Your Leadership Project

Your opportunity to make a difference! Plan and execute a project which:

- **puts** your leadership skills into practice
- **makes** a positive difference to how your organisation runs

### 6. Leadership "Clinics"

An opportunity for your group or team to come together for coaching and support to:

- **resolve** practical issues you face as a leader in your organisation
- **build** further commitment and confidence in yourself as a leader

### 7. Coaching and Support

A series of highly focused, 1-to-1 support sessions to help you:

- **set** and achieve goals
- **focus** on steps to achievement
- **overcome** personal barriers to your effectiveness and success as a leader



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