

Immersive Leadership Development

Adaptive Leaders Program

MARCH 2018



Developing Adaptive Leaders
via community mentoring

GAINING DEVELOPMENT THROUGH MENTORING A DISADVANTAGED COMMUNITY MEMBER

Mentoring a disadvantaged community member, who is clearly in need of advice and coaching, creates a powerful motivation for employees and leaders to overcome their own barriers and start experimenting with new skills and behaviours.

The Adaptive Leaders – ‘Business – Community Mentoring’ program creates a safe – yet challenging – environment outside the workplace where employees acting as mentors can enhance their leadership as part of a high performing team.

Outcomes include improved organisational effectiveness through increased leadership contribution and a protégé (our phrase for a disadvantaged community member) who is supported in gaining employment. We know that ‘giving back’ is the product of increased leadership capacity and capability rather than a goal in its own right.

Participant outcomes reviewed after 150 previous programs indicate that employees gain immensely in their practical leadership and communication skills. Being able to practice ‘Off Broadway’ in combination with consistent, ongoing feedback and group and individual coaching over an extended time period produces outcomes beyond what can be achieved in 2-3 day leadership training courses.

In addition to developing mentors in their application of practical leadership and communication skills we use Adaptive Leadership principles from the Harvard Kennedy School of Leadership and Systems Thinking from the (UK) Tavistock and Grubb Institutes to ensure that their leadership development fosters the capability required for leaders to respond to ever more complex organisational challenges.



Objectives of the Program

Broadly speaking we see a positive impact on staff professional development, especially in leadership skills, confidence, emotional intelligence and more flexible behaviour and communication styles.

Furthermore, employees participating as mentors gain the following:

- Gain confidence and flexibility in their leadership and coaching skills.
- Display improvements in individual empathy and better conflict resolution skills.
- Show higher levels of tolerance and be better equipped to deal with barriers to change.
- Improved willingness to deal with workplace issues and problem employees.
- Show higher levels of motivation in workplace and increased identification with employer.
- Ability to engage in 'Difficult Conversations' in the workplace.

Your Commitment

Juno Adaptive Leaders Program requires attendance at:



2-day foundation training program



1 hour face-to-face meeting with your protégé (at place of work) per week for 12 weeks



2 hours facilitated mentor group meeting (during working day) per fortnight for 12 weeks



Graduation at the end of the program (evening function)

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COLLABORATIVE MENTOR PROGRAM MENTOR TRAINING:

DAY ONE: MONDAY 19TH MARCH, 2018

DAY TWO: TUESDAY 20TH MARCH, 2018

• **STARTING AT JUST \$3,995 (+GST) PER MENTOR**

• **TRAINING & FORTNIGHTLY MENTOR MEETINGS TAKING PLACE AT HUME CITY COUNCIL, GLOBAL LEARNING CENTRE, BROADMEADOWS**

Contact

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Our Partners

