

CRACKING GREAT LEADER PROGRAM

Increase Connections, Collaboration and Common direction



The Program when you are sick of **silos**, slowness and small-thinking

Focus is on the organisation.

Most leadership development programs focus only on strengthening individual leaders. This Program is different.

The whole group participates and it's focused first on the organisation and second on the individual.

Its primary aim is to get **people out of silos** working together more effectively by building relationships through increased **connections, depth** and **meaning** within the organisation.

It focuses on the connections

between people as much as on the people themselves. It uses tools to show that people are different from each other and that these differences are special, need to be cherished and are vital to the success of the organisation.

Success has more to do with the way people interact together than how they act on their own. It has more to do with the team than the individual. It's about moving from 'I' to 'We' to 'Us'. We call it organisational wholeness.

It's about liberating the human energy at work.

The Program goes to the source of human spirit: **Body, Head, Heart** and **Soul**.

Key Features

Focus is on the organisation, relationships and getting people out of silos

Modular design provides flexibility

Positive psychology

Making people big, strong and confident

Peer-to-peer development

Provides time to change habits

3 months learning for less than 5 days investment.

MODULAR design

Clients commonly choose between 6-12 modules

The chart at the bottom of the page shows the structure of a typical 9 module Program.

The first workshop is usually a full-day and includes the first two modules. The remaining modules are delivered in half-day workshops about two weeks apart.

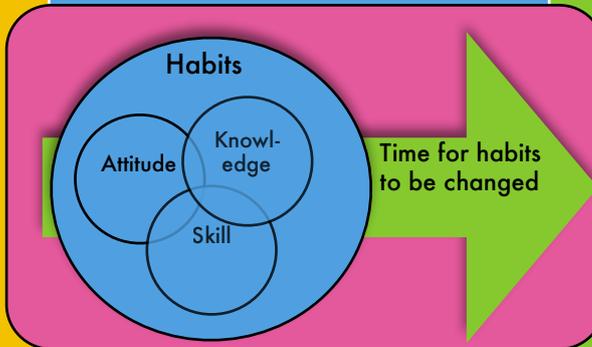
The whole Program runs for between 4 to 5 months but only involves about 5 or 6 days of workshop time.

In the periods between workshops participants practice on real issues within their organisation. They also use these periods to do the readings for the next module. This means we can use the workshop time in facilitation mode rather than teaching mode.

Over the course of the Program the readings grow into a highly valuable body of material for future reference.

Time to change habits

One day workshops nearly always disappoint because they do not allow sufficient time for participants to change life-long habits. Our aim is to create new habits. This takes at least 4 months. It's why the Program is held over an extended period.



Peer-to-peer development

People learn best from peers who share the same daily experiences.

The Program is based on storytelling. For example: 'My greatest leadership accomplishment' and 'The person who influenced me most'. As participants tell each other stories, connections are made, conversations become more meaningful, and trust is built.

Positive psychology

The Program focuses on strengths, not weaknesses. The aim is to make each person feel stronger because big people look for the best in others while small people look for weaknesses in others and make them feel small too.

Measurement of success

At the start of the Program participants write to their manager and to their direct reports, asking them to look for changes in specific behaviours during the Program. At the end these people give feedback on whether these behaviours were observed.

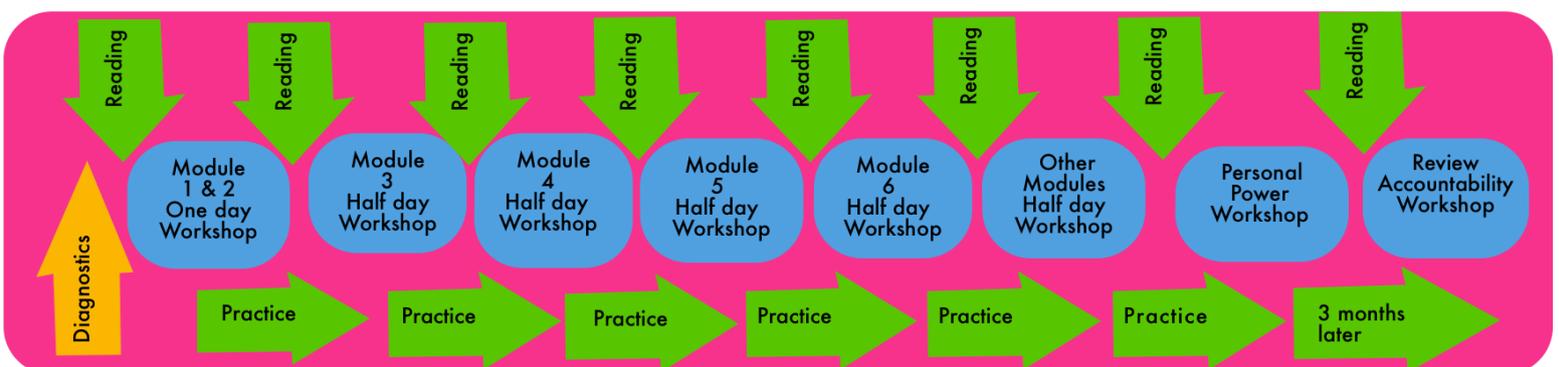
Three months after the end of the Program participants review progress towards their personal commitments and the Group's progress.

Management support

The success of the Program is highly dependent upon senior management support. A member of the senior management team should be present at each workshop to show leadership support and commitment to the Program. Also the Chief Executive and the senior management team need to be present for the Manage Your Manager workshop.

Most popular modules

The most popular modules are listed on the following pages with a short description of the contents and why it is important.





Cracking Great Leaders create hair-standing Human Energy

How to Liberate Human Energy at Work

How to develop human energy by tapping into its source: body, head, heart and soul.

Content includes

- Learning what Cracking Great leaders do that others don't
- Drawing out the strengths in others
- Identifying your greatest leadership accomplishment
- Turning everyone into a leader, not just the people at the top.

Why this is important

When we say leadership we mean the ability to get things done through other people. This module will show that every person has been a leader at some time in their life. It will show the surprisingly simple things that Cracking Great leaders do that make such a difference. It's about developing human energy.



The Power of the Subconscious mind

The picture we hold in our subconscious mind drives our behaviours and success; or holds us back. Unleash this power in everyone.

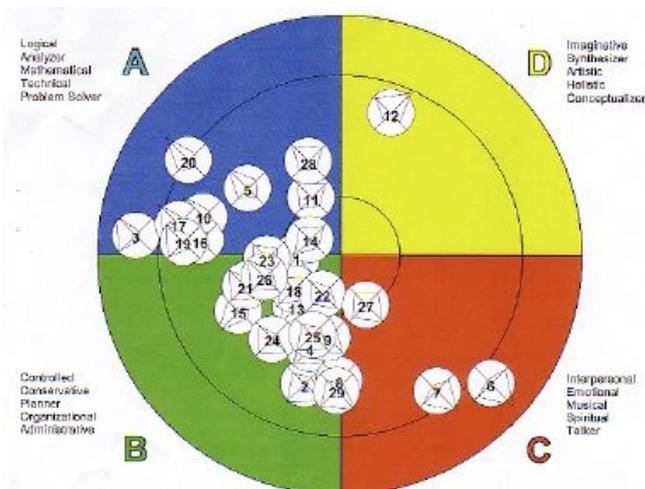
Content includes

- How the subconscious works
- The power of self-talk
- Accessing the power of the subconscious
- How to stop sabotaging yourself.

Why this is important

Cracking Great leaders know about 90% of what they do is done at a subconscious level. They operate well beyond their rational minds. They trust their intuition and gut-feelings. Other managers only develop their conscious mind. They assume that's where their power comes from. It actually comes from their subconscious mind. They will never be more powerful than the mental pictures they have of themselves.

This module helps people operate beyond their rational mind.



"It's like looking at my relationships under a microscope"
Satisfied client

Understanding Ourselves and Others By Herrmann's Thinking Preferences

Herrmann's Thinking Preferences show that people think in fundamentally different ways and need to be led differently.

Content includes

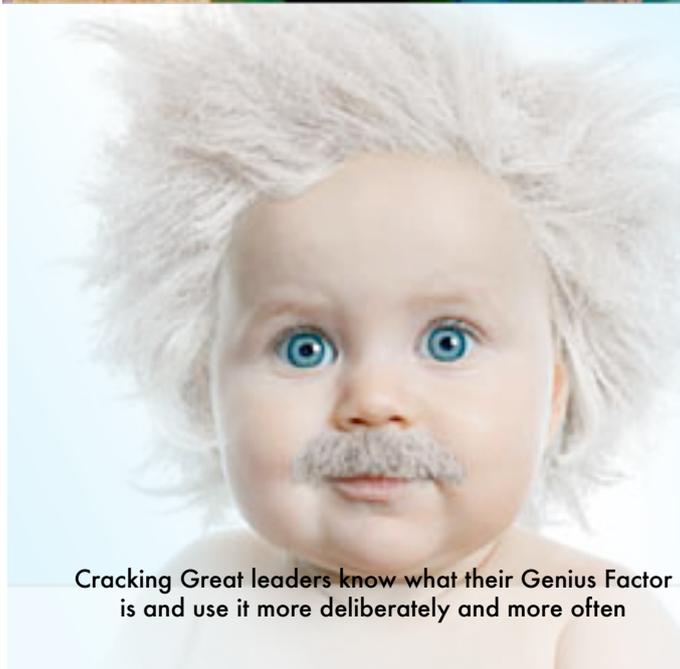
- Understanding your thinking preference and what this means
- Understanding your strengths and playing to them
- Understanding others, their needs and frustrations
- How to communicate more effectively
- How to do better presentations.

Why this is important

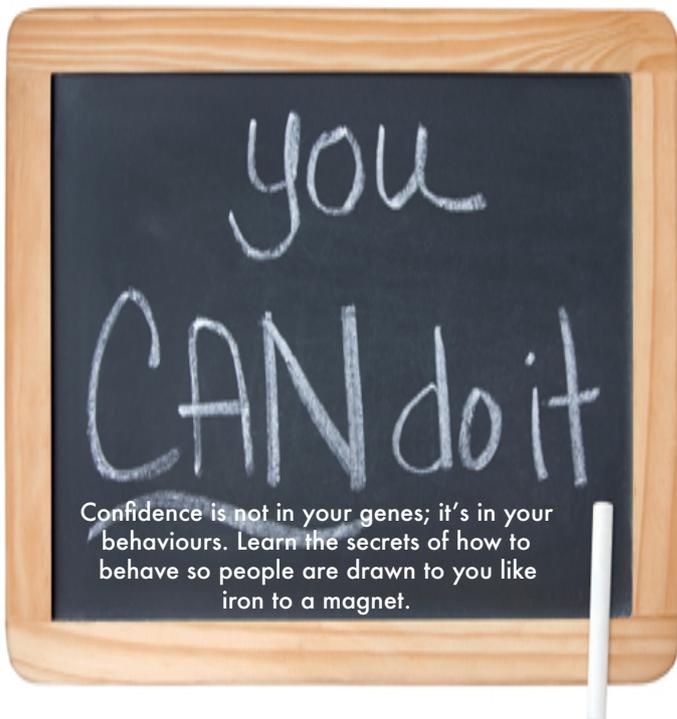
People are different. Treat them the same and you will get lukewarm results. Treat them special and you'll get magic!



Most managers think others want what they want. Cracking Great leaders know that others have different needs.



Cracking Great leaders know what their Genius Factor is and use it more deliberately and more often



Confidence is not in your genes; it's in your behaviours. Learn the secrets of how to behave so people are drawn to you like iron to a magnet.

Colour Your Customers & Staff

Herrmann shows that customers and staff on this planet come in four colours. 25% of people are in each colour. Each colour needs to be handled in a totally different way.

Content includes

How to achieve magic by matching the colour of your approach to the colour of your customers and staff.

Why this is important

Leaders know that people are different from each other. If you treat everyone the same you will satisfy about a quarter of them and turnoff three-quarters.

Making the Most of Your Genius Factor

When people understand their Genius Factor and use it deliberately, there is no limit. The aim is to identify and utilise the untapped genius in your organisation.

Content includes

Identifying your Genius factor
Learning how to use our Genius more effectively
Helping others see their Genius and use it.

Why this is important

Your Genius creates joy and success for you when it is used in the right situation. The most important thing you can do is to use your Genius factor more often. The next most important thing is to help others see their Genius.

Confidence, Influence & Personal Power

We don't understand that people we see as confident, influential and powerful have learned behaviours that are accessible to all of us.

Content includes

The most influential person in your life
Learning confident behaviours
Understanding the power of words
Developing your Confidence Plan
Measuring your Personal Power.

Why this is important

All humans have a need for confidence. We are attracted to it without even knowing why. When confidence is like a magnet we call it personal power.



Cracking Great leaders understand that unless they are crystal clear about who they are, it's impossible for others to know who they are.

Building Your Personal Brand

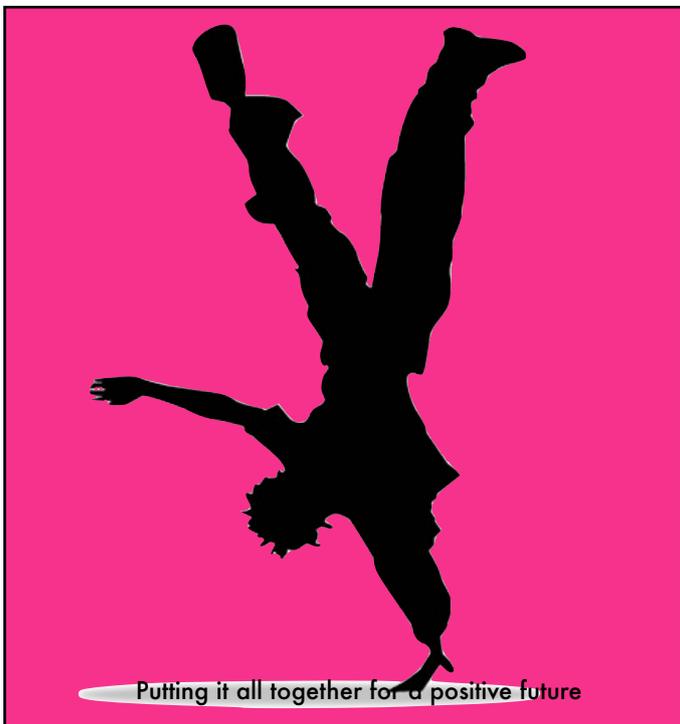
Cracking Great leaders are not afraid to be different and stand out

Content includes

To stand out you must stand for something. What?
Who are you and what do you want to be?
Your image and how it can become stronger
Your success depends on you becoming stunningly good at something your clients value. What?
How to get your message across.

Why this is important

We must become the change we want to see in the world. Gandhi.



My Personal Power Program

Execution. Review. Accountability.

Content includes

My life purpose
My central beliefs
My 10 year priorities
My 6 month commitments
My Personal Monthly Monitoring Sheet
Our group's 6 months commitments and monitoring sheet.

Why this is important

99% of people on development courses make absolutely no permanent changes as a result. This Program is different. It provides a Review and Accountability Module three months after the end. It requires monthly monitoring of progress for at least 6 months after it ends.

It will therefore put you ahead of 99% of your peers.



Review & Dragons' Den

Review progress 3 months later and approve work of project teams.

Content includes

Process improvement teams pitch recommended changes
Project teams pitch recommended changes
Decision-making criteria pitches made.

Why this is important

99% of people on development courses make absolutely no permanent changes as a result.

The Dragons' Den allows participants to develop real business ideas that take the workshops from theory to actual changes on the ground. It will put you ahead of 99% of your peers.

Read what clients are saying about Cracking Great Leader Program

More testimonials here:
www.virtual.co.nz



delivered on making the management team stronger. We know and appreciate each other more and I learnt that I respect and enjoy the company of my colleagues a lot. **Jude Hughes, Manager, Statistics New Zealand.**

I have picked up certain gems, which will allow me to be better and more effective as a leader. With regard to making the management team stronger, I think this was one of the highlights of the Program – getting to know and interact with my peers on a deeper level. I think the management group as a whole learnt a lot from and about each other. **Brendan Mai, Statistics New Zealand.**

I think it has made a big difference for the management team and to me on a personal level. **Rachael Milich, Manager, Statistics New Zealand.**

Great course. Some material challenged norms. Useful suite reference material built up for ongoing use. **Andrea Blackurn, Statistics New Zealand.**



~~Do it. Be prepared to work hard and it will change your life. It is about~~ creating behaviour change. It's hard work. Even if you don't want to delve deep, it makes you. And that's exactly what I needed - someone to provide a safe environment which creates the opportunity to reach my potential. **Pam Govan, Child, Youth and Family.**

Awesome course ... Needs to be promoted. Different line of thinking. Challenging. **Toka Walden, Western, Department of Child, Youth and Family.**

If you really want to make a true difference in the way you think, live and work then you better get it! 5 out of 5. I never circle a 5 and I really mean it. **Rosaleen Bham, Department of Child, Youth and Family.**



Take the risk - it may turn out to be the best thing you have ever done. **Heather Tavassoli, Manager, Employment Court, Ministry of Justice.**

Readings were fantastic. Really valued the personal focus-"If it's going to be, it starts with me!". **Wes Brown, Business Development Manager, Ministry of Justice.**



Overall I found the sessions informative and rewarding. The pre-reading was easy to follow and supported by some interesting articles and reports. It met my expectations certainly. It was communicated well and supported by good interactive sessions. **Harry Johnson, National Manager, Environment Court, Ministry of Justice.**

The course made me think a lot about what are my values and what style of leader I am. It also gave me confidence as many things that I do and have done appear to be required for a leader ... The course absolutely



More happy clients

Go for it! Be open to growth and watch your journey open up before you.

Diane Attwell, Western, Department of Child, Youth and Family.

We now have a tighter management group.

Should be a flow-on affect with teams at the office. Overall one of the best courses I've been on.

Michael Murphy, Department of Child Youth and Family.

I really enjoyed this Program from beginning to end.

Jennifer Hardiman, Te Kura.

Absolutely riviting! Enjoyed every module. Course really affirming. I have really enjoyed this program and you are a skilled and talented presenter

Julie Marinovich, Department of Child Youth and family.

It changed the way I see my reality. Jim Law Te Kura.

More comments on Cracking Great Leaders Program

More testimonials here:
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I found the Program very interesting and energising, covering a wide range of material. Highly recommended as participants are guided to discover their own abilities and potential in order to become the best they can be. **Patricia Chivers, Child, Y & F**

I think the course was very well designed, had a good mixture content wise and in delivery terms there was an appropriate mix of small group and large group work. The readings were particularly useful and the connectedness from module to module was a success. Facilitation was excellent. I don't think I would change much, if anything. Taking all factors into account it was one of the best development courses I've been to. **Chris Harvey, Greater Wellington Service Centre, Department of Child, Youth and Family**



The program is outstanding and I recommend it to other colleagues. The pre-readings were though provoking, ensuring our workshop discussions were productive. The workshops were relaxed and encouraged openness and frankness. I got a great deal out of them. It is beneficial and enlightening to interact with high performing individuals of different industries and backgrounds. The group provides insights, experiences and ideas that may have never occurred to me. One of the best programs I've been on - 5 out of 5. **Paul Nisbet, Regional Director Sports and Events,**

*Incredibly insightful; changed my perspective on my career and personal life. Working at how people want to be treated, focus on their strengths not weakness. Positive and optimistic outlook. The program was a holistic, humanistic approach that benefitted from meeting regularly - not a one-day wonder. It was certainly the most effective program by far - 5 out of 5. **Clare Savage, National Field Manager, Retail Institute.***



I started out thinking that I wouldn't learn anything I didn't know already. But I was wrong. I've only just started. **Christine Moir, Library Manager, Te Kura.**

Everyone has more connections across the School. A deep sense of trust with Groups. I think more about others and their strengths. More self awareness. **Rebecca Taylor, Te Kura.**

Better across School communications. Working along side other Groups to share ideas. All on the same page. **Lyndsey Marmont, Curriculum Leader Special Education, Te Kura.**

It was a great course. A great way to bring the wider team together to reach common organisational goals...It stretches the boundaries so one has to think well beyond the norm. It provided more appreciation of why people react the way they do. **Sanjay Goyal, IRG Manager, Te Kura.**

Most useful training we have had for a long time. Great reading which I will refer to frequently. **Francis Farmer, Regional Manager, Western, Department of Child, Youth and Family.**

The Program is very thought provoking and an excellent opportunity to look at ourselves and discover who our work colleagues are. The Program opens up the mind to possibilities for personal growth and strengthening relationships with others. The Program is unique, backed up with excellent reading resources. **Jan Johns CYF, Western, Child, Youth and Family.**



Learning & Development Manager Comments

Before the Program they worked individually. Not as a team.

The behaviours we were seeing before the Program were pretty bad: lack of collaboration, lack of trust and respect for others, intolerance, not wanting to participate beyond their role as they saw it...

The changes have been amazing!

It's amazing the growth I've seen in people during the workshops. People are talking about the 'We'. They are saying, "We are all in this together. We all agree what we want and what we are here to do."

People wanting to work together, understanding each others' roles and what they can contribute.

We now have a group of people who can take Mike Hollings' vision forward and implement it.

**Jenn Swain,
L&D Manager
Te Kura.**



To hear the whole interview: virtual.co.nz/index.php/Products/Learning-AndDevelopmentManager