

PROPOSAL

2017 LEADERSHIP PROGRAMME

New Zealand

MARCH TO JUNE 2017

*Mark Wager
Chief Leadership Coach
Australasian Leadership Institute*



EXECUTIVE SUMMARY

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

John Quincy Adams

- ◆ **LEADERSHIP PROGRAMME RUNS FROM MARCH TO JUNE**
- ◆ **4 TWO-DAY NON-RESIDENTIAL LEADERSHIP WORKSHOPS**
- ◆ **5 INDIVIDUAL LEADERSHIP COACHING SESSIONS**
- ◆ **EACH WORKSHOP LIMITED TO 12 PARTICIPANTS**
- ◆ **DESIGNED & FACILITATED BY MARK WAGER, ONE OF THE WORLD'S TOP LEADERSHIP EXPERTS**

WORKSHOP ONE: LEADING YOURSELF

AUCKLAND: 13/14 MARCH - WELLINGTON: 23/24 MARCH

WORKSHOP TWO: LEADING OTHERS

AUCKLAND: 10/11 APRIL - WELLINGTON: 27/28 APRIL

WORKSHOP THREE: DEFINING A CULTURE

AUCKLAND: 8/9 MAY - WELLINGTON: 25/26 MAY

WORKSHOP FOUR: CREATING A LEGACY

AUCKLAND 5/6 JUNE - WELLINGTON: 29/30 JUNE

- ◆ **COST: \$ 2,950 PER PARTICIPANT (\$2,459 IF BOOKED PRIOR TO 13TH JANUARY 2017)**

LEADERSHIP MODEL



Leadership is the ability to install power and belief in people in order to reach a level they never thought possible. Every individual has the potential to become an effective leader if they have the commitment to do so and have access to the necessary training. This leadership workshop provides individuals with that necessary training by using the Wager leadership model. There's been many theories throughout history on what makes an effective leader. The Wager model utilises the strengths of other theories while addressing their limitations and provides an understanding of human behaviour. This allows the leader to develop themselves technically and psychologically

LIMITATIONS OF OLDER LEADERSHIP MODELS

Traits theory: This approach has failed to develop a universally agreed list of leadership qualities and successful leaders seem to defy classification from the traits perspective. Moreover, because traits theory gave rise to the idea that leaders are born not made, this approach is better suited to selecting leaders than developing them.

Behavioural styles theory: Blake and Mouton, in their managerial grid model, proposed five leadership styles based on two axes – concern for the task versus concern for people. They suggested that the ideal is the "team style", which balances concern for the task with concern for people. This approach may not suit all circumstances; for example, emergencies or turnarounds.

Situational/contingency theories: Most of these (e.g. Hersey & Blanchard's Situational leadership theory, House's Path-goal theory, Tannenbaum & Schmidt's leadership continuum) assume that leaders can change their behaviour at will to meet differing circumstances, when in practice many find it hard to do so even after training because of unconscious fixed beliefs, fears or ingrained habits. For this reason, leaders need to work on their underlying psychology if they are to attain the flexibility to apply these theories.

Functional theories: Widely-used approaches like Kouzes & Posner's Five Leadership Practices model and Adair's Action-Centered Leadership theory assume that once the leader understands – and has been trained in – the required leadership behaviours, he or she will apply them as needed, regardless of their personality. However, as with the situational theories, many cannot do so because of hidden beliefs and old habits so again he argued that most leaders may need to master their inner psychology if they are to adopt unfamiliar behaviours at will.



THE PROGRAMME



The pathway of a leader goes through five specific stages:

- ◆ *Star performer*
- ◆ *Manager*
- ◆ *Leader*
- ◆ *Culture definer*
- ◆ *Legacy creator*

The 2017 Australasian leadership institute leadership programme runs from April to June and consists of four two-day non-residential workshops & individual coaching.

If you are in the Star performer or Manager stage of your career then this programme is for you. Work alongside one of the world's top leadership experts to learn everything you need to know in order if become a successful leader.

HOW TO APPLY

NEXT STEPS

The next step in the process is to arrange a 30 minute interview. Depending on your location this may be in person or via telephone. The purpose of this interview is to determine suitability on both sides. Not only to see if this programme meets your requirements but also to see if you are right for this programme. We like to keep the numbers of participants low so that we can spend more time with each person so it's vital for all concerned that we only accept the right candidates. As a result we will accept the candidates that already have an adequate standard of personal motivation, emotional intelligence and mental toughness, all leadership qualities that take the longest to develop

WHAT YOU CAN EXPECT FROM THE PROGRAMME

You will learn all the skills necessary to become an effective leader at any level of an organisation including emotional and social intelligence, mental toughness, the drivers of motivation, performance management & strategic thinking.

WHAT THE PROGRAMME EXPECTS FROM YOU

For the programme to work you have to have the personal motivation to be fully committed to becoming a better leader. All participants will be expected to receive feedback from their colleagues & direct reports as part of a 360 degree report

CONTACT US

*To arrange your interview contact the Australasian Leadership Institute at ALI@EliteLD.co.nz
Or call 021 354 831*





FACILITATOR

MARK WAGER

Mark is the Chief Leadership Coach at the Australasian Leadership Institute, a leadership development business whose clients include the European Union Delegation for the Pacific, the Fiji Sun newspaper, The Fiji Broadcasting Corporation, Paradise Beverages (Fiji) Ltd, Jacks of Fiji, Punjas, The Fred Hollows Foundation in Timor-Leste, the Lakes District Health Board, Sport Auckland. Kmart and Foodstuffs in New Zealand.

Originally from the United Kingdom, Mark Wager has twenty seven years of managerial experience in both the Private and Public sector in the United Kingdom and New Zealand.

Career highlights include working as a Broker Sales Manager at a London Finance House and establishing the Icelandic Trawlerman Scheme for the United Kingdom government.

Mark has an international profile as a leadership expert. Mark has a weekly column in the Fiji Sun newspaper and has had articles on leadership published in several magazines such as the New Zealand Herald, M2 magazine, Lifestyle for Men magazine, NZ Management and NZ Business magazine. Mark has published two books on Leadership. "Elite Leadership" and "The Elite Guide to Leadership" both appeared on the Amazon top ten list of leadership books.

Mark is currently ranked as one of the top 100 list of leadership experts in the world.