

# CONSCIOUS LEADERSHIP WORKSHOP

2 X 4 HOURS | UP TO 16 PEOPLE



Enhance levels of  
self awareness



Improve team work  
and collaboration



Increase leadership  
and managerial  
capability



Gain the ultimate  
toolkit to help  
motivate and  
build engagement



Aquire strategies to  
empower effective  
interaction with all  
people

# CONSCIOUS LEADERSHIP WORKSHOP

2 X 4 HOURS | UP TO 16 PEOPLE

## WORKSHOP OVERVIEW

This workshop has been designed and crafted to build conscious leadership competencies in your leadership team, taking your business to new heights.

Teams are made up of real people. Individuals with different behavioural and working styles. Taking the time to learn about our own tendencies and the preferences of others is key to achieving effective teamwork and positive results. Conscious leadership is the ability to lead others equipped with full awareness of your own natural behaviours and actions, whilst actively cultivating a culture of 'we' not 'me'. Instead of an ego-centric 'me' attitude, a conscious leader takes a collective approach to leadership and achieving success.

High-performance teams allow your organisation to bring together the multiple skills, strengths, and experiences of your team members. You'll be able to solve complex problems, rapidly execute, make better decisions, enhance creativity, and produce consistently superior results. The Conscious Leadership Workshop teaches your team leaders the specific skills needed to improve collaboration, motivation, understanding, respect and appreciation.

As the saying goes, "people join companies and leave managers". In virtually every business environment everywhere in the world, effective leadership depends on the ability of the leader to know themselves and understand the people around them. By gaining more awareness of your interactions you feel more in control of your behaviour. This workshop is delivered in two parts, firstly building self awareness and secondly building social awareness and teaching usable tools and strategies to help participants become better with people.

### Self Awareness

ON THE FIRST DAY (4 HOURS) WE :

- Define the term 'Conscious Leadership' and begin to understand the key differences between leading and managing others
- Discuss leading 'above the line' (being open, curious and committed to learning)
- Introduce the DISC Model and learn about various behaviour types and their preferences
- Build awareness around where you sit within the DISC framework
- Identify your current leadership strengths and ways to maximise their use
- Give the team permission to call you out when you are overplaying certain strengths

### Social Awareness

ON THE SECOND DAY (4 HOURS) WE:

- Consider alternative ways to adapt your individual leadership style in order to more effectively lead, communicate and motivate the people on your team
- Coach you in delivering feedback in a way that better empowers your people. You'll practise providing our five step motivational feedback framework
- Explain the key considerations for providing robust, constructive developmental feedback
- Develop a personalised leadership action plan that will begin to adjust your approach in dealing with others based on their observable behaviour

\*All workshops can be customised to achieve your business goals



# CONSCIOUS LEADERSHIP WORKSHOP

2 X 4 HOURS | UP TO 16 PEOPLE

## MORE ON THE DISC TOOL

To build self and social awareness we utilise the DISC behavioural profiling tool - the world's #1 behavioural assessment, taken by millions of people every year and estimated to be in use by 75% of Fortune 500 companies.

DISC is a very simple yet powerful four-quadrant framework used to articulate the common ways that all human beings tend to behave and communicate.

DISC not only gives you an understanding of how you are perceived by others, it also gives you a neutral language to discuss your behaviour, communication, style of working and reactions. It is the ultimate mirror on the wall that explains what everyone else can see: the surface level of how you behave and communicate.

This DISC assessment also provides a neutral language to discuss individual differences so we can adjust our response for the best impact. Our sophisticated report writing algorithm creates a customised report for each individual and includes:

### Style Insights® Graphs



- Graphs illustrating behavioural style
- Explanation of general characteristics and value to the organisation
- Communication tips for managers, teams and individual contributors
- Areas for awareness to support sales, service, leadership and team building among others

## WORKSHOP BENEFITS

- Provides your leadership team with the opportunity to further refine their leadership style and more effectively lead a motivated, engaged team
- Brings the leadership team together to connect and learn more about each other
- Creates commitment to actions and accountability as a team
- Provides a common language (DISC language) to support powerful communication and opportunity to use the language when discussing team members, customers and shareholders
- Enables greater levels of customer service
- Provides a safe platform to pause, reflect, open up, share and learn
- An opportunity to learn about yourself on a deeper level. Reflect on your core motivations, blind spots, communication patterns, listening filters and style of relating to others
- Shows the team you care about them and are committed to their development
- Provides a day out from business as usual
- Builds retention and enhances engagement

## OPTIONAL EXTRAS

- Follow up coaching call - one month after the workshop to build accountability and maintain focus and motivation
- Facilitated team follow up session
- Team Insights Report - graph that highlights where the team sits as a whole - great discussion points

## TESTIMONIAL

"I just wanted to drop you a line to say thank you for the awesome training. The team have come away buzzing and I feel confident they have some new tools to help them deal with their teams"

Matthew Weatherell  
GENERAL MANAGER | KITCHEN THINGS

Rise & Shine

TESTIMONIAL

"After saying how much I dislike and struggle with confrontation in the workshop I had a confrontational moment with a team member the following week. The tools I learned definitely helped me in this situation even though I was extremely uncomfortable. I had already identified this person's DISC style, which gave me a better understanding on why they were behaving in this way. I was then able to adapt my communication style to suit. I was able to mediate and diffuse the situation to move forward and offer support where needed using my High S abilities"

*Deirdre Weatherell*  
ADMINISTRATOR KITCHEN THINGS

TESTIMONIAL

"Amazing workshop. Thank you so much. You are amazing. I would definitely recommend this to other workplaces"

*Matthew Weatherell*  
GENERAL MANAGER | KITCHEN THINGS

TESTIMONIAL

"On behalf of the Team I would like to thank you for a great workshop. We all enjoyed the topic as well as the delivery and have learned a lot about ourselves as well as others in the team. I am sure we will all benefit from it in years to come"

*Zhan Spalding*  
GROUP EXECUTIVE MANAGER | SKYCITY ENTERTAINMENT

TESTIMONIAL

"Everyone had so much fun, so thank you for making it enjoyable as well as interesting and spooky at times. I still can't get over the accuracy of my report."

*Karen Gwilliam*  
MANAGEMENT ASSISTANT | BSH HOME APPLIANCES LTD

TESTIMONIAL

"Jo, you are a fantastic person/tutor/presenter and your presentation was great."

*Nigel Ryan*  
FIELD SERVICE MANAGER | BSH HOME APPLIANCES

TESTIMONIAL

"Thank you for running the Disc Workshop, the session was fun and enlightening and the team really got value out of the day."

*Andrew Houwniet*  
SURVEILLANCE DEV MGR - GROUP | SKYCITY ENTERTAINMENT GROUP



TRUSTED BY FORWARD THINKING, LEADING BRANDS

