

HUMAN RESOURCES LEADERSHIP PROGRAM

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***IF YOUR PEOPLE DON'T GROW, YOUR
COMPANY DOESN'T GROW***

Steve Reinemund (former CEO PepsiCo)

HOW WOULD IT FEEL TO TAKE YOUR LEADERSHIP AND CAREER TO THE NEXT LEVEL?

Today the role of Human Resources is changing. For organisations to be truly agile, innovative and ultimately be an employer of choice, they need strong Leadership.

This is where YOU come in. You have the amazing capability and skills, but how can you stand out as an exceptional leaders and business partner?

If you want to be best you can be as a HR Leader, all you need is a leadership mindset and skillset, and here's how to get it. This cutting program will show you how!



WHAT WILL THIS PROGRAM GIVE ME?

- » You will learn about yourself as a Leader and how to make a difference in your role and organisation.
- » You will discover how others see you and learn how to present yourself as a credible and inspiring leader.
- » You will improve your understanding of the way individuals operate and how that influences the potential success of a team, so you can nurture and guide them when necessary.
- » You will learn how to harness your strengths and develop your capacity to lead and manage effectively in a changing environment.
- » You will discover the power of your influence and how to use it wisely to persuade others towards successful outcomes.

THE PROGRAM

The Human Resources Leadership Program is designed to give executives the opportunity to explore through dialogue and discussion the critical and complementary aspects of Leadership including:

- » The HR Leadership philosophy and behaviors required for success
- » Effective HR Leadership for the individual as well as a collective team.
- » Powerful new skills and thinking to lead change and be a true business partners.
- » How to lead courageous conversations and be an effective internal consultant.

Participants will focus on honing their personal leadership approach as well as an introduction to the future of HR Leadership.



Through this program you will discover and learn to appreciate your own unique leadership skills, beliefs and qualities to be able to be significant within your role. You will be empowered, inspired and energised!

You could be a strong and capable leader, leading your team YOUR way, or you could still be wondering if you have it in you to be a leader at all... Which will it be?

This program is suited to new or experienced HR Executives with a focus on self, people and organisational leadership. With a neuroscience approach, this program will provide you with the skills, insights, and learning and empower YOU to be the best leader and team you can be!

DISCOVER YOUR LEADERSHIP POTENTIAL. THIS PROGRAM INCLUDES:

- » Three Days Intensive Workshop (can be delivered in 3 days or over a period of time)
- » HR Leadership Toolkit
- » HR Leadership Action Plan
- » Brain Savvy HR Book
- » Resources and Articles
- » Leadership 360 Assessment
- » One on One Coaching (additional cost)
- » Results and Action!

Here's What some of the Program Covers!

LEADERSHIP AND COLLECTIVE HUMAN RESOURCES

How can HR Leadership make a difference to the organisation? This workshop will give you the confidence and insights into Leadership for your not only your team but for yourself. It starts with you. We will cover the role leadership in Human Resources and focus on building self-awareness, your personal brand and confidence as a true leader within your organisation. In turn, Leadership is about influence and credibility, and we will focus on building your leadership capability as an influencer and leader in the field. This workshop also offers an opportunity to learn, reflect and plan for where you want to be as a High Performance Collective HR team. We will work on an action plan to help you rock as a team!

NEUROSCIENCE OF HR LEADERSHIP

HR needs to be Brain Savvy! Brain research is leading us to a greater understanding of how to improve personal and leadership behaviours and performance. Those who grasp the meaning and implications of this research will be positioned to take competitive advantage. This workshop will provide hands-on application of concepts and techniques deriving from cognitive neuroscience that can improve your individual performance, as well as that of your HR team and organisation.

LEADING PEOPLE THROUGH CHANGE

This workshop will identify clear strategies to effectively manage and respond to changing situations, and will provide guidance on how to conduct successful change management conversations with team members to achieve the required outcomes. In turn, how to utilise metrics to drive and lead change. We will cover the Neuroscience of Change and how we can make change easier. Change starts with the brain! In turn how do we as HR Executives feel about change and how can we lead change.

POWERFUL & COURAGEOUS CONVERSATIONS

Many workplace issues arise from a lack of communication at the workplace. This workshop will focus on what a difficult conversation is, why we avoid them and what the consequences are. We will cover a model on dealing with difficult conversations and building on skills through reflection and practice throughout the day to maintain harmonious working relationships after conducting a difficult conversation.



BEING THE TRUE BUSINESS PARTNER & CONSULTING SKILLS

Why and How to be a True Business Leader. This has a profound impact on the way in which HR practitioners consult with their business partners within the organisation to deliver people management solutions that drive business performance. HR roles have expanded and evolved to meet the increasing demands of their organisations. In practice, HR professionals are now also expected to be 'internal consultants' to line managers and senior managers. This program explores the skills, tools and frameworks that HR professionals require to effectively embrace internal consulting.

DEVELOP STRATEGIC PERSPECTIVE AND EXTERNAL FOCUS

Do you ensure that work group goals are aligned with the organisation's strategic goals and vision? Do you propose initiatives that become part of the organisation's strategic plan?

It is easy to get caught up in the day-to-day activities of work and lose sight of the overall goals and vision of the company. This workshop will help leaders gain strategic perspective, lead innovation capability and work on the skills to have an external focus. Effective Leaders are aware of external influences that the team and organisation.

HR TO ORGANISATIONAL DEVELOPMENT

The goal of organisational development is to improve how the organisation functions through theory and practice. As HR practitioners increasingly move from transactional to transformational and strategic roles, OD provides a theoretical underpinning for practitioners to effectively embrace strategic and change initiatives. This workshop provides an overview of fundamental OD theories. It gives HR practitioners a toolkit with which to apply an organisational development mindset to their work in order to create awareness, alignment and commitment to working with business partners to achieve long-term success and viability.



PROUDLY DELIVERED BY **SONIA MCDONALD**

**SONIA MCDONALD WAS RECENTLY
NAMED IN THE TOP 250 INFLUENTIAL
WOMEN ACROSS THE GLOBE.**



Sonia McDonald was recently named in the Top 250 Influential Women across the Globe. Sonia is the CEO & Founder of LeadershipHQ. She will be the key facilitator for this amazing program. She brings an extensive knowledge of human resources, organisational development and leadership through a career spanning over twenty years.

Sonia is a thought leader, leadership coach, consultant, speaker and trainer in the field of leadership development, neuroscience and team development. She is an expert in building leadership and strategy confidence and capability in Australia and is renowned for her innovative approach to leadership, organisational development and neuroscience as it applies to leadership.

LeadershipHQ shows you how to create teams and leaders who are able to push beyond the traditional boundaries and produce vibrant change within your organisational culture and your people.

WHAT THEY ARE SAYING!

LeadershipHQ has enabled me to see my full potential, not only as a great leader, but a leader who is great! Entertaining, information and most importantly relevant, plenty of information to take away and refer to as well. I will be using everything that I have learnt to build the best team and department. **Jacqui A Clarke**

The course helped me to properly reflect on my purpose, passions, strengths and leadership style, giving me the confidence and motivation to be better. **Carly Faragher**

**Check out our Website at
www.leadershiphq.com.au or**

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or 1300 719 665**