



The Organisational Development Group Ltd presents

# INTEGRAL LEADERSHIP

## DISCOVER THE HIDDEN STRATEGIES OF 'STAND-OUT' LEADERS

### Leaders, accountable for results, need to:

- Know how to get the best out of others, consistently.
- Be flexible and able to adapt their strategies to suit changing conditions.
- Demonstrate to others effective communication, planning and decision making through their own behaviours.
- Gain advanced insights as to where the business is now and where management want it to be, and how to lead and guide people, resources and collective efforts towards the desired direction.
- Understand and apply the levers that determine great team dynamics.

The ongoing development of management and leadership qualities is critical in any forward-thinking and employer-of-choice organisation. Because what worked for management five years ago will not work now, new leadership paradigms are needed to enhance those skills that need to deal with a more complex, fast-paced market environment. Experience this leadership training which breaks new ground in leadership thinking and fast-track your career and personal success.

### LEARNING OUTCOMES

#### Increase personal and team performance.

- Discover how to consistently and effectively get your message across, persuading and influencing key stakeholders.
- Effortlessly motivate individuals and groups to achieve their outcomes.
- Learn to transform entrepreneurial thinking into practical implementation.
- Gain strategies to enable your team to take advantage of opportunities.

#### Recognise and redirect emerging frustration and risks associated with change.

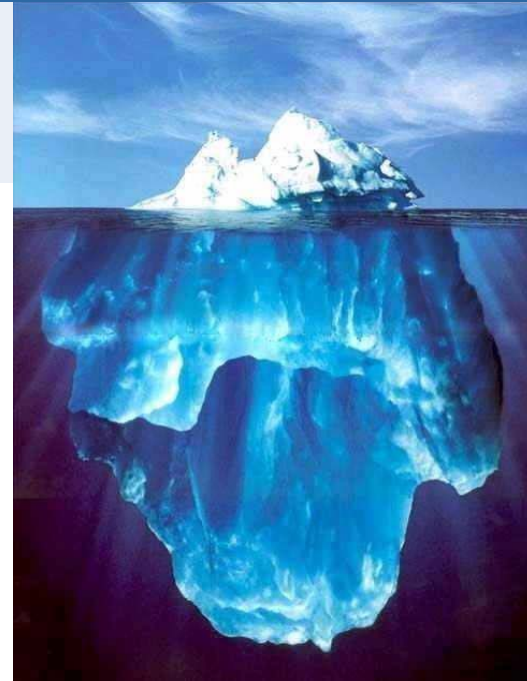
- Understand the consequences of change relating to new projects, re-structures or the competitive environment.
- Minimise time and cost wastage through miscommunication.
- Read a situation and respond with immediate, lasting results.
- Handle questions elegantly, pacing out objections.
- Move yourself and others from conflict to agreement and co-operation.

#### Gain a competitive advantage through results.

- Assess how to increase performance faster using others to provide an edge in the marketplace.
- Gain more effective means to manage the issues that drive your team by recognising and acknowledging the informal leaders.
- Develop new ways to make necessary changes that will deliver the results you want.

#### Develop greater alignment between the team culture and business direction.

- Complete the **BusinessSCAN assessment** to explain how you view the world and discover how your deeper values motivate you.
- Gain powerful insights into the use of this model within the organisation or team.
- Enhance collaborative communication across divisions, regions and supply chains.
- Assess the current dynamics affecting the culture within your team or organisation.
- Trigger adjustments for organisational change that will benefit the company and the people within it.



### SENIOR MANAGERS IMPACT THE BUSINESS AT A GREATER LEVEL.

Integral Leadership offers significant value for senior managers, and divisional and company heads. In a market of increasing complexity, superior leadership qualities that deal with the behavioural aspects and 'ways of thinking' are critical to organisational success.

You have immense scope to impact the operational and financial performance of the business through your ability to influence the motivations and performance of others who shape your company's future.

Participants will gain a demonstration and experience of a proven social/cultural model – arguably one of the most accurate models on cultural development – *Spiral Dynamics-integral*. The leadership application of this advanced organisational tool will be included in this training.

[www.todg.net](http://www.todg.net)

Public enrolment courses are available in New Zealand and Melbourne—details on website—and by arrangement with The Organisational Development Group, this course can be adapted for specific in-house training as a corporate program.



**PROGRAM CONTENT**

The advanced leadership skills, methods and strategies experienced in this course offers the world's foremost leadership thinking – already being used by organisations such as the United Nations, UK Federal Police, Federal Governments, Airlines and World Banks.

Based on over 30 years of research into patterns of excellence in human behaviour and a cultural model with predictive capabilities, proven processes from highly effective models found in the domains of Neuro Linguistic Programming and Spiral Dynamics-*integral* will be introduced.

These key communication and behavioural processes can be applied simply, with immediate effect in everyday situations as well as strategically, in setting and maintaining a competitive advantage.

In just three days at Integral Leadership you will gain the advanced leadership skills necessary for taking complex organisations, divisions and teams into tomorrow's competitive environment.

**"Roger's skills in teaching are 'masterful'. He delivers this new knowledge and know-how so that you can use it in practical applications at work every day. What I learnt I use in the constantly changing circumstances of the workplace. I work across multiple countries, cultures and industries and the tools and thinking models I learnt in this course are easy to use and have allowed me to improve relationships and results more than any other training I have done in 25 years in business. This is truly the best investment I have ever made for myself."**

Stephanie Radcliff, Regional Sales Manager, Asean/India Professional Software Services Group, IBM.

**YOUR TRAINERS**

**Alistair Wait** is an international Business Consultant working with business people from many different cultures and linking investors with competitive companies to create strong business alliances. Together with Roger Deaner, he is a founding Trustee of the Institute of Intentional Human Development, driving ongoing research in the fields of cultural motivation in communities, business and government.



Alistair, valued for his entrepreneurial spirit and foresight, has an extensive background in business leadership, people and organisational development and change both in the private and government sectors. He is an experienced negotiator and mediator in public consultation and participative design processes, international and local economic development and educational design. He has consulted in India, China and countries throughout the Pacific as well as with US Government sponsored projects in Central Asia.

**Roger Deaner's** dynamic experience as a high level negotiator and leader in corporate change and EBAs, combined with his unique training style and skills in behavioural communication, make him a highly valued resource in the corporate world. As a Divisional Managing Director of the multinational Courtaulds Ltd, he has driven change through negotiating and mediating mergers and acquisitions worth billions of dollars.



As Australia's most recognised Master Trainer of the behavioural science NLP and a trainer in Spiral Dynamics-*integral*—arguably one of the most accurate models of cultural development—Roger can be relied on to offer enormous value for money, delivering a sound grasp of the complexities of human interaction with a step by step process to achieve expertise and success. He offers a unique insight into the needs and drives of the corporate world advising business and community leaders.

**IN-HOUSE CORPORATE LEADERSHIP DEVELOPMENT**

We can tailor this world class program to the specific needs of your organisation. We appreciate that time is the major issue for most people in a leading management position and we are able to offer this program in three 1-day sessions or six 4-hour sessions spread over time. Investment varies. Terms & Conditions apply.

Call **The Organisational Development Group** on **+61 3 9530 5700** to discuss how we can help you integrate personal development of your key management group with solutions to real business issues facing the company, while consolidating and enhancing programs you are already engaged in.

**REGISTRATION —INTEGRAL LEADERSHIP**

<b>LOCATION: MELBOURNE &amp; NEW ZEALAND</b>	<b>INVESTMENT DETAILS—all prices stated are inclusive of GST</b>
<b>VENUES:</b> to be advised	<b>Full Investment: \$2750</b>
<b>Times:</b> 8.30am till 6.00pm daily	<b>Early Bird Discount: \$2530</b> fully paid 6 weeks prior to event
<b>Changes:</b> Terms & Conditions apply.	<b>Group Discount: \$2310</b> pp for groups of 3 or more from one organisation

**Details of dates and locations** are available on our website [www.todg.net](http://www.todg.net). Or **contact us** directly. **REGISTER: On-line** through our secure-pay system at [www.todg.net](http://www.todg.net) or via phone, fax or email.

**New Zealand:** [NZ GST# 90 512 676]  
 PO Box 24 – 123, Royal Oak, Auckland,  
 T: +64 9 622 3544 or +64 9 459 5351  
 F: +64 9 622 3543  
 E: [nz@todg.net](mailto:nz@todg.net)

**Australia:** [ABN 59 182 098 323]  
 3 Bastings Street Northcote, Victoria 3070,  
 T: +61 3 9482 5841 or +61 3 9530 5700  
 F: +61 3 9481 6219  
 E: [au@todg.net](mailto:au@todg.net)