Replenish

A program for leaders who want to maintain their initiative.

What is this about?

Optimum performance requires time for reflection and collaboration but leaders face continuous pressure deal with urgent matters . The Replenish program creates time to spend with your peers to collaborate in reflection about leadership.

Based on years of work with leaders, from front line supervisors to CEOs, the Replenish program explores recurring challenges, opportunities, and success strategies that leaders encounter in their different sectors and their diverse settings.

"Leadership, seen in this light, requires a learning strategy. A leader has to engage people in facing the challenge, adjusting their values, changing perspectives, and developing new habits of behavior."

Ronald A. Heifetz, *Leadership Without Easy Answers*

What is covered?

The modules include:

➢ Mutual support within leadership teams

➢ Innovation or improvements

➢ Getting people through the next challenge

➢ Managing legacies - the clean and the dirty

➢ Risk - neither averse nor reckless

➢ Normal or better - healthier cultural norms

➢ Diversity - an advantage easily broken

Organisations can nominate additional modules linked to their current priorities.

Method

The program is designed to maximise relevance for participants, by building on their personal experience and techniques.

➢ The program blends input, conversation, practical planning, and action.

➢ The input uses our hierarchy of evidence: evidence based research, practitioner experience, emerging theory.

➢ Modules alternate between a people focus and a systems/structural focus.

Outcomes

This program aims to help leaders to:

➢ Increase and nourish the team's cohesion and resilience as leaders.

➢ Explore and revisit relevant leadership concepts and challenges to reinvigorate people's direction and efforts.

➢ Support team unity and collaboration focused on improving organisational life.

Making this happen

The modular design enables flexible delivery to match your organisation's rhythm.

➢ Each module takes 1½ to 2 hours.

➢ Delivery is onsite or online.

➢ Locally relevant modules can be developed.

➢ We prepare the process and resources.

➢ Book us on Ph. 0421 080 311 or paul@grevilleaconsultants.com.au

Grevillea Consultants

www.grevilleaconsultants.com.au