



# Leading from the ground up

## For new or renewing leaders



A professional development program to reinforce leadership foundations that guide the wellbeing and productivity of teams

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### Benefits:

- Quickly focus on key areas that help a newly appointed leader do well.
  - Support the transition to leadership team practices.
  - Encourage a focus on building teams that are self-reliant, productive, and growing in satisfaction.
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### The need

New leaders need tips and pointers about their responsibilities and the key issues to focus on. They also need to balance the fact that they now belong to two teams: the unit they lead and the leadership team they have joined.

Organisations need new leaders who:

- Learn and adapt to the requirements of leadership roles
- Build self-reliant teams and back them up
- Contribute to higher level leadership goals
- Ensure resources and decisions are applied well
- Plan and act so everyone can succeed in their role
- Provide feedback and support wellbeing and productivity
- Manage risk, resolve conflict, and communicate well.

### This program matters because...

This lean approach cuts straight to key leadership responsibilities and how to approach them. It focuses on what new leaders need today to get the job done. Guided by a facilitator who is experienced in helping leaders from the front line to the CEO, this program brings leaders together to get into practical leadership now.

### Who should join

People in formal leadership roles who are:

- Starting, or have recently started, as a first time leader
- Returning to leadership after time in another role
- Ready to renew their leadership to give it a fresh start.

Leading is not an idea. It is smart, purposeful action that enables positive relationships with people. It builds and sustains productivity and wellbeing in groups so good things can happen.



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Helping leaders to  
succeed is an  
investment in  
helping everyone to  
achieve their goals.

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## How it works

The standard program is a series of four 2.5 hours sessions. Between sessions participants will review how the content links to their work roles, keeping a log about their actions and learning.

The program is modular, which means content can vary to suit the needs of each group or organisation. The standard modules are:

- Transition into a leadership role
- Leadership foundations
- Planning performance and feedback
- Communication basics
- Delegation
- Conflict
- Operational risk
- Team dynamics

The process is designed to help leaders think about and act on what they can do to become more effective as a new leader. The goal is to develop a practical approach to leading while building up their capabilities to do it.

## Getting started

This program is for leaders early into their appointment. They can be at any level in an organisation.

The program uses workshops that are held on site, at a location of your choice, or online, depending on your needs. Support materials are also provided via our online Learning Centre.

The facilitator brings decades of experience in personal leadership roles and in training, coaching and problem-solving for leaders.

To get started, contact us for an initial briefing so we can tailor our processes to match your needs.

## Why us?

We bring decades of experience training, coaching, and helping leaders build performance and solve problems. With experience helping leaders from many backgrounds we are uniquely set to help you succeed.

Our focus is always on building  
your capability and helping your  
organisation to increase its  
productivity and wellbeing

## Contact information

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