



Leadership Process Overview

Great leaders have the power to shape the world and leave a legacy for the next generation.

Anything is possible with passionate, courageous leaders who take action. Integrity and Values is committed to empowering leaders to build responsible teams that produce extraordinary results.



Profile Feedback Session

Take the guesswork out

Understanding and identifying constraints of each individual is the initial step in closing the gap between current and potential results. The Integrity and Values Profile is a scientifically validated psychometric tool that identifies key constraints which effect leaders in business. The feedback session is designed to highlight to each individual their key constraints. These constraints will clearly uncover areas that have the potential to rapidly increase productivity and profitability within any company.

Those in supervisory and management positions benefit best from the profile, but it can also be used to help all professionals and positions that require significant interpersonal skills.

The profile looks at **20 traits** that determine success in leadership, which are clustered in **six key areas**:

- 1 Integrity and Values
- 2 Self-Management
- 3 Task Focus
- 4 Relationship Management
- 5 Vision
- 6 Impression Management

The Integrity and Values psychometric leadership profiling tool establishes what leaders want to know about their people, how to effectively manage and develop them, and how to make good recruitment decisions based on solid verifiable data.

Individuals see their impact, be it positive or negative, on the results they produce personally and the results produced by the company as a whole.



Your investment includes;

- Integrity and Values Profile
- 1 x 2 hour one on one Profile Feedback Session with a Leadership Coach





Leadership Accelerator Program

Changing behaviours with velocity

This program is all about transforming the behaviour of your leaders. Teaching them and having them build new behaviours with practical tools that ensure permanent transformation that is evident in their business and personal world as a leader.

The Integrity and Values Leadership Accelerator Program combines one on one coaching, a powerful team workshop, homework and an online learning component.

This approach to behavioural transformation moves individuals beyond team, to effective collaboration, the pursuit of excellence and outstanding results.



Leadership Coaching

One on one coaching is designed to powerfully support individuals to resolve issues about their leadership style and current behaviours in a completely confidential arena.

- **12 x 1.5 hour** Coaching sessions for the Leader
- **12 months** access to the Integrity and Values Online Learning Platform for the Leader



Team Dynamic Report & Workshop

The Team Dynamic Report is designed to give insight into your team as individuals and as a group.

At an individual level, it will identify strengths and areas for development for team members. At a team level it will provide a general overview of how the team is functioning and identify areas of risk.

The power of the Team Dynamic Workshop lies in holding up a mirror to the leadership team. Allowing them to experience their impact, positive or negative, on the results they produce.

- **All participants:** Integrity and Values Profile and Profile Feedback
- **1 x 3 hour** Team Dynamic Report Session for the Leader
- **1 x half day** Team Dynamic workshop [2 facilitators] with the Leadership Team



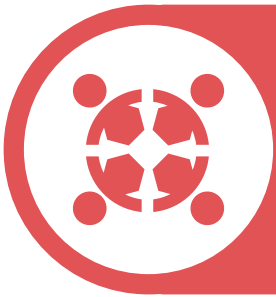
Vision and Values Workshop

A clearly articulated Vision breathes life and purpose into any organisation. Your Vision provides the answer to the key question as to why your organisation exists, what purpose it serves and how it will make a difference.



Your investment includes;

- Integrity and Values Profile and Profile Feedback for all participants
- 2 x half day workshops with the Leadership team. Joint facilitation by an accredited Integrity and Values Master Coach and Leadership Coach
- Full debrief after the workshop including recommendations for any additional coaching or training sessions



Leadership In Action Program

Building responsible teams that produce extraordinary results

True Leaders never stop learning and effective Leadership teams never stop growing. This program is designed to unleash the capability within your leadership team empowering them to deliver on the vision for your organisation.

In this program, we powerfully embed the conversations of Integrity and Responsibility within your leadership team by unpacking the core values of leadership and demonstrating how they drive behaviour and subsequent results.

Each element of this program is uniquely developed to challenge each team member and to shift the whole team to a level of integrity and performance that is underpinned by the clarity of their values.

This transformation will be clearly visible in performance, achievement, results and most importantly in the profitability of the business. The program demands active and persistent participation through a series of individual coaching sessions, team workshops, interactive homework, team activities and more.



Leadership In Action - Stage 2

This program is all about embedding the new behaviours of your leaders.

Stage 2 will drill down into how each leader is impacting the business as a whole. Each leader will take the tools from stage one and implement the new behaviours required to build the business.

We will work with the Vision, Values and the Strategy of the business and ensure the implementation of the strategy using the new behaviours. This part of the program is all about ensuring a common language is in the business and is demonstrated from the top down. This is where the rubber hits the road, and you as a team can no longer pay 'lip service' to what you say you are committed to.

The leadership team is seen as a driving force in the business where accountability conversations are expected and common place in a dynamic and thriving environment.



Your investment includes;

- 12 x half day workshops delivered across 12-14 months at a suitable venue that is convenient for the team
- 12 x 1 hour personal coaching sessions for each participant of the Leadership Team (the day following the workshop)
- Joint facilitation by an accredited Integrity and Values Master Coach and Leadership Facilitator
- 12 months access to the Integrity and Values Online Learning Platform for every participant
- Monthly debrief to the Leader after each workshop/coaching sessions
- Unlimited telephone access to your Integrity and Values coach



Teach Once Learn Twice Effective Communication Course

Developing the skills & behaviours that are essential
for Communication

Successful teams have a common language underpinned by “rules” that have been agreed upon. When a team learns to actively work and communicate within the same “game” structure, breakdowns are minimized, action is optimized and truly unstoppable teams are born.

The Integrity and Values Effective Communication Course is designed to bring about change in every area within an organization. Every member of your team will learn, develop and practice newly distinguished skills and behaviours that are essential for effective communication.

This course provides everyone in the organization with a consistent language so they can powerfully communicate with impact and effectiveness. Your team will become cooperative, work efficiently together and develop effective leadership.

Each workshop is underpinned by the lessons provided in our online learning platform. Each and every individual in your organization will have personal access to these key lessons.



Your Investment includes:

- 10 x 2-3 hour workshops delivered across 10 months for Group Leaders
- Joint facilitation by two accredited Integrity and Values Leadership Coaches
- Discretionary personal coaching sessions for each participant
- 17 lessons on how to communicate assertively and powerfully—12 months access for every participant

