

Leadership in Action

Transformational Six-Month Leadership Program



About the Program

Leadership is an inside journey of transformation rather than a simple set of skills. Leadership is about having the clarity of conscience and the courage to act for the greater good even when it's socially dangerous to do so. Leaders must therefore work towards developing self-awareness, impulse control, humility, and the courage to be vulnerable and, at times, disliked.

This is why Leadership is often described as "An Inside Job". Leadership in Action offers deep personal transformation along with leadership skill development and a suite of practical tools. This is a truly transformational program.



Why Choose us

- ✓ Highly experienced Facilitator and previous Executive
- ✓ Evidence-based, modern and practical Leadership research
- ✓ Designed with Global Leadership Competency Framework



About us

Leadership in Action is designed and personally delivered by Master Leadership Facilitator and previous Executive, Kristyn Haywood. Kristyn has trained thousands of leaders in just about every industry over a successful 20-year career as an Executive Coach and Masterful Leadership Educator. She has over a dozen coaching qualifications and completed her Masters Thesis in Business on the topic of Leadership Development.



Content of the Program

- Pre-course learning contract with participant/manager/facilitator
- 1.5 hour introduction session
- 8 days of training over six months
- The Leadership Circle (LCP) 360
- 2-hour LCP debrief
- 5 x 1-hour Coaching sessions in between full-day training
- Monthly Leadership Circles after the program
- Pre-reading of Leadership case studies and research.
- Evidence-based research/tools from World-Leading Leadership Experts





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Learning Outcomes

- Clarify and Communicate compelling Vision, team-based and role-based goals
- Build Confidence to have Difficult conversations about Performance & Behaviour
- Obtain buy-in for Important Decisions and Change initiatives
- Build Trust to develop loyalty and strong relationships
- Utilise modern tools improve customer service
- Build strong Teams focused on delivering customer value rather than internal competition.
- Balance the time and focus on Strategic goals and Operational activities
- Inspire team members to work toward their Strengths
- Keep people motivated and focused on companies goals, strategies and vision
- Create powerful cross-functional relationships and teams
- Give feedback to people with difficult behaviours (e.g. defensiveness)
- Improve the effectiveness of a leadership team
- Clarify expectations between team members and management
- Deal with overwhelm and busyness
- Create a team, value-driven vision/mission statement
- Complete a project in less time than forecasted
- Improve team meetings
- Organise and get started on a new project
- Identify and overcome barriers to accomplishing projects
- Become a better listener and a master of coaching
- Stay focused and relaxed while managing a large team
- Speak more effectively in group settings
- Understand and work through cultural differences
- Get a handle on priorities and effective use of time

Benefits of Coaching

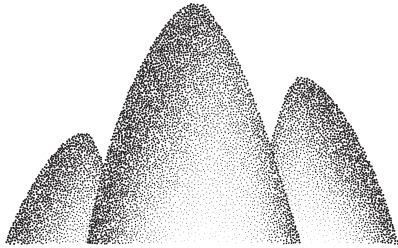
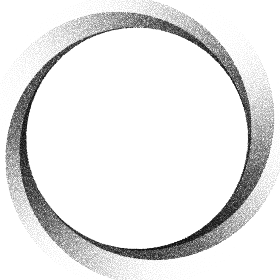
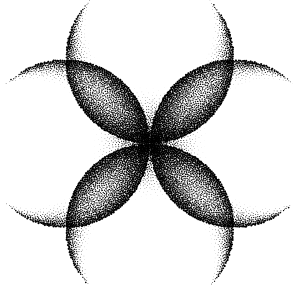
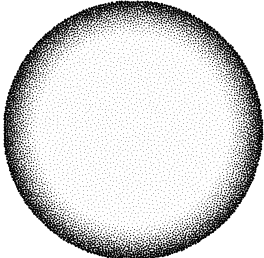
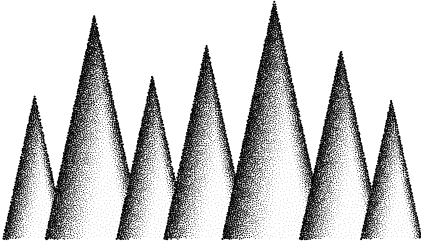
Leadership in Action includes 1 x 2 hour debrief for The Leadership Circle (LCP) Assessment debrief and 5 individual coaching sessions in between each full training day. Transformation is an inside job. An experienced Leadership coach will accelerate the leader's transformation.

- **Enhanced Performance:** Leadership coaching can help you identify your strengths and areas for improvement, and develop strategies to enhance your performance. Coaches can provide feedback, support, and guidance to help you overcome challenges and achieve your goals.
- **Career Growth:** Leadership coaching can help you identify and achieve your career goals. Coaches can help you assess your skills and interests, identify career paths, and develop action plans to achieve your desired career trajectory.
- **Personal Development:** Leadership coaching can help you develop personally as well as professionally. Coaches can help you identify your values and goals, and develop strategies to align your personal and professional goals. They can also help you build self-awareness and emotional intelligence, which can improve your leadership skills and enhance your relationships.
- **Improved Communication:** Leadership coaching can help you develop communication skills such as active listening, clear and concise messaging, and conflict resolution. These skills can help you build better relationships with your team, peers, and stakeholders.
- **Increased Confidence:** Leadership coaching can help you build confidence in your leadership abilities. Coaches can provide objective feedback, support, and encouragement, which can help you overcome self-doubt

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THE LEADERSHIP CIRCLE PROFILE Measures eighteen Leadership Competencies

The Leadership in Action program has been developed with The Leadership Circle Profile competencies. These competencies have been well-researched and shown to be the most critical behaviours and skill sets for leaders. The below competencies can form the basis of ALL Leadership Development, Leadership Selection and Leadership Review systems.

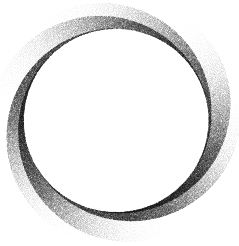
	<p>The Relating Dimension Competencies</p> <ul style="list-style-type: none">• Caring Connection• Fosters Team Play• Collaborator• Mentoring & Developing• Interpersonal Intelligence
	<p>The Self-Awareness Dimension Competencies</p> <ul style="list-style-type: none">• Selfless Leader• Balance• Composure• Personal Learner
	<p>The Authenticity Dimension Competencies</p> <ul style="list-style-type: none">• Integrity• Courageous Authenticity
	<p>The Systems Awareness Dimension Competencies</p> <ul style="list-style-type: none">• Community Concern• Sustainable Productivity• Systems Thinker
	<p>The Achieving Dimension Competencies</p> <ul style="list-style-type: none">• Strategic Focus• Purposeful & Visionary• Achieves Results• Decisiveness

LEADERSHIP IN ACTION

SUMMARY AND OUTLINE OF THE PROGRAM

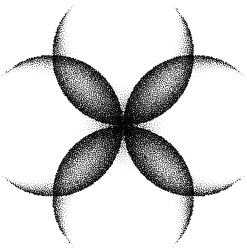
Leadership is an inside journey of transformation rather than a simple set of skills. Leadership is about having the clarity of conscience and the courage to act for the greater good even when it's socially dangerous to do so. Leaders must therefore work towards developing self-awareness, impulse control, humility, and the courage to be vulnerable and, at times, disliked. This is why Leadership is often described as "An Inside Job". Leadership in Action offers deep personal transformation along with leadership skill development and a suite of practical tools. This is a truly transformational program.

DAY ONE - What is Leadership



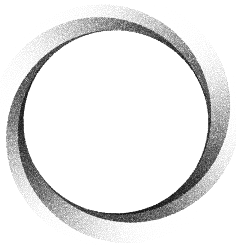
- Identify 'One Big Thing' and 'One Limiting Behaviour' to focus on growth goals.
- Affect lasting change by using 'the Four Quadrants of Change' model.
- Identify effective and ineffective leadership attitudes and behaviours.
- Design and craft your Team Vision, Leadership Legacy and Adaptive Challenges.
- Tell the difference between managing, leading and operating.
- Learn how power imbalances cause lower self-awareness and how to keep your power in check.

DAY TWO - Strengthen Integrity



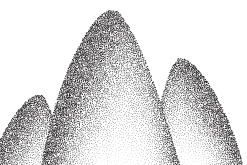
- Assess personal values, through a world-renowned assessment.
- Identify where your values are out of alignment with your behaviour and set actions to align them with deeds.
- Learn 'The Seven Elements of Trust' model and self-assess strengths and development areas.
- Clarify personal boundaries and respect others' right to have theirs.
- Develop the inspiring trait of owning, admitting, and learning from mistakes.
- Identify unconscious bias programs that lead to us straying from our values.
- Recover from 'trust issues' quickly.

DAY THREE - Develop Self-Awareness



- Discover the power of self-awareness and its importance as a Leader.
- Explore the two types of self-awareness and the four self-awareness archetypes.
- Discover why experience and power hinder self-awareness.
- Explore personal triggers, impulses and reactions to others' behaviours.
- Reduce blame, justification and defensiveness when receiving feedback.
- Regulate emotions with several emotional regulation techniques such as deep slow breathing.
- Reduce anxiety by clarifying your 'locus of control' to let go of things you cannot control and focus on things you can.

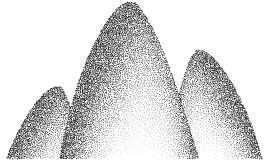
DAY FOUR - Open Communication



- Understand the commercial impact of poor communication with a simulation.
- Learn how communication really works through the NLP Communication Model.
- Learn the neuroscience tricks to communicate with clarity.
- Practice the 4-step formula to deliver open and honest communication.
- Develop active listening skills to harness ideas, collaborate and strengthen relationships.
- Explore all channels for cross-cultural, virtual and cross-company communications.
- Address inevitable conflicts proactively, openly and humbly.
- Share personal 'feelings' to lessen distraction and second-guessing by employees.

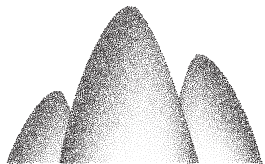
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DAY FIVE - Empower People



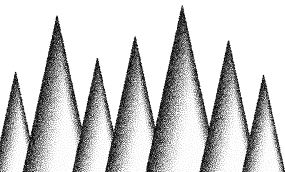
- Understand The Empowerment Dynamic model to help team members step out of the drama triangle that keeps many people holding onto past conflicts.
- Practice critical coaching skills of building rapport, pacing and leading, matching and mirroring.
- Learn Dr Otto Scharmer's Theory U change management method by practicing deep listening over time.
- Help team members grow and develop by using a coaching style of leadership.
- Use the GROW Model of Coaching to shape development conversations.
 - Goals: Reality: Options: Way Forward
- Engage in real-time coaching sessions in the training program

DAY SIX - Develop Strong Teams

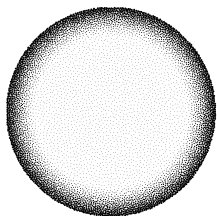


- Define what great teamwork looks like in a practical experiential activity.
- Understand the difference between a group and a team.
- Practice overcoming Patrick Lencioni's model of "The Five Dysfunctions of a Team by:
 - Building trust
 - Dealing with team conflict
 - Building Commitment.
 - Insisting on team accountability
 - Building a results-orientated team
- Build and rebuild, with the coming and going of people, strong, adaptive teams
- Learn the art of story-telling to affect long-lasting change

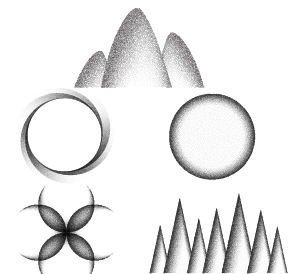
DAY SEVEN - Think Strategically



- Take a big-picture or 'balcony' view of situations to achieve strategic goals.
- Apply systems thinking to problem-solving approaches.
- Gain insight into how others may see the system differently.
- Broaden your thinking by articulating problems in new and different ways.
- Reduce the busy, yet exciting work, by applying Stephen Covey's Time Management Matrix.
- Prioritise important work that contributes to strategic objectives.
- Delegate work that can reasonably be completed by other team members.
- Build lifelong healthy leadership habits by identifying and tracking 'start/stop' behaviours.



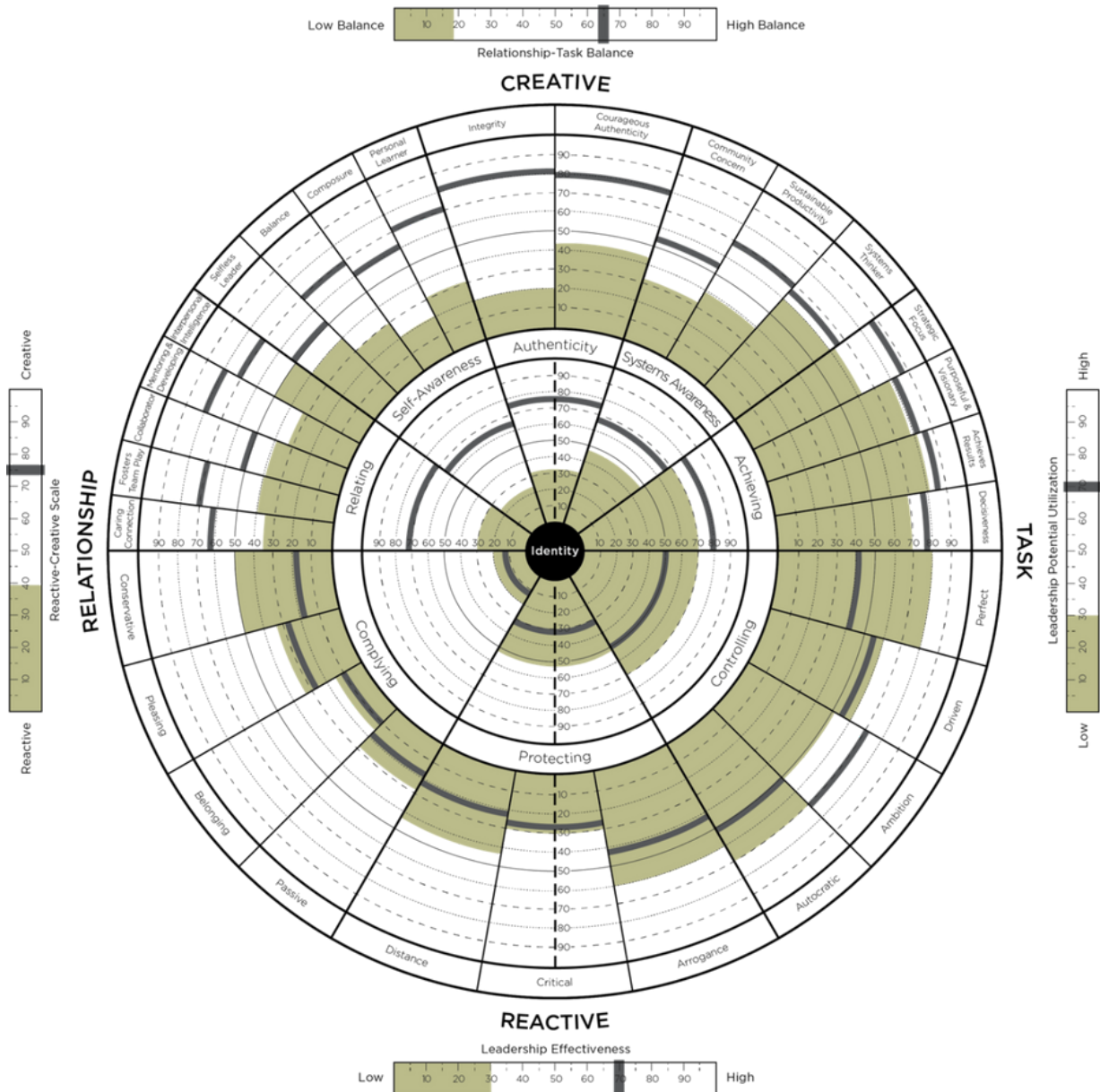
DAY EIGHT - Tying it All Together



- Review the group's progress on their 'one big thing' and their 'one limiting behaviour'.
- Revisit the content from the leadership training.
- Share stories of what techniques, models, practices worked and didn't work
- Set new leadership goals and action plans
- Set-up monthly leadership circles
- Mini presentations to the group, including executives, on the Leadership learning journey.

Leadership Circle Profile™

The Framework for all Leadership Development Efforts



The Leadership Circle Profile allows the linking of all Leadership Development efforts

Leadership Circle Profile™ is the tool we prefer to use when working with our leaders. It is a strength-based tool that integrates the Field of Leadership with the most comprehensive 360° Leadership Assessment. Unlike most 360 leadership assessments that take hours to interpret, the Leadership Circle Profile reveals itself in seconds, putting leaders in touch with what is working, what is not, and why. Watch this short video to understand how Leaders have benefited from The Leadership Circle Profile.

The Leadership Circle (LCP) is the first competency-based 360 assessment tool to measure behaviour at various stages of adult development; to link patterns of action with habits of thought; to organise information into a developmental system based on some of the best theoretical frameworks in the leadership, psychological and spiritual literature; and to display information in a way that immediately draws attention to the most critical information in the feedback.

The Leadership Circle Profile™ (LCP) provides a detailed snapshot in time, enabling leaders to answer the question: “How are my behaviors and mindset enabling or constraining my intended leadership impact and our business performance?”

The Leadership Circle can be used as the basis for all your leadership development efforts.



LEADERSHIP IN ACTION

Research behind the program

There are thousands of leadership books on the market. The Leadership in Action program includes cutting edge research on how to be a modern leader. Below is a list of many of the books, articles, TED talks etc included in the program

Leadership in Action References & Optional Reading

The Power of TED* (*The Empowerment Dynamic) by David Emerald
Dare to Lead by Brene Brown
Shakti Leadership by Nilima Bhat and Raj Sisodio
Insight by Tasha Eurich
5 Dysfunctions of a Team by Patrick Lencioni
The Coaching Habit by Michael Bangay-Stanier
Non-Violent Communication by Marshall Rosenberg
The Ideal Team Player by Patrick Lencioni
How to Lead Work Teams by Fran Rees
Start with the Why by Simon Sinek
Drive by Daniel Pink
Seven Habits of Highly Effective People by Stephen Covey
It's the Manager by Jim Clifton and Jim Harper – Gallup
The Power of Habit by Charles Duhigg
Thinking Fast and Slow by Professor Daniel Kahneman
The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World by Ronald A. Heifetz, Marty Linsky and Alexander Grashow.
The Infinite Game Book Summary - by Simon Sinek

Videos/TED Talks:

A Guide to Collaborative Leadership by Lorna Davis
How Great Leaders Inspire Action by Simon Sinek
Lead like the Great Conductors by Itay Talgam
Drive by Daniel Pink
Why we have too few Women in Leadership by Sheryl Sandberg
Shakti Leadership: Why Lead with only half your power? By Nilima Bhat
Patrick Lencioni on Trust
The power of Vulnerability by Brene Brown

Articles Provided in program:

Mastering Leadership by Bob Anderson
Leadership: Uncommon Sense by Bob Anderson
Pathways to Partnership by Bob Anderson
Daily Habits of Exceptional Leaders by Padraig O'Sullivan
The Spirit of Leadership by Bob Anderson
A Survival Guide for Managers by Ronald Heifetz and Marty Linsky
Employees Who Feel Love Perform Better by Sigal Barsade and Olivia A O'Neill
How Humble Leadership Really Works by Dan Cable
Ego is the Enemy of Good Leadership by Rasmus Hougaard and Jacqueline Carter

Kristyn Haywood

Leadership Development Specialist/
Executive & Leadership Coach

PEOPLE FOR SUCCESS



- **Kristyn Haywood specialises in Transformational Leadership Journeys** that support leaders to clarify and deeply connect with their values, and strengthen their integrity so they are empowered and emboldened to make a positive difference with their people and in their organisations. Kristyn supports C-Suite leaders to build healthy, positive workplace cultures, aligned with strategies, that engage, motivate and encourage people to give their absolute best.
- **Kristyn has ten years of human resources management experience.** For four of those years, she was a C-Suite Human Resources Executive of an international business. During that time she completed a Master of Business by thesis on the subject of leadership development. Almost 20 years ago Kristyn left Human Resources to specialise in Leadership Development. She has worked in almost every industry at all levels including with ASX200 Executives. She's supported thousands of leaders to navigate the tension between fear-based and purpose-led decision-making, connect them deeply with their values and gently guide leaders to lessen their reactions to stressful situations so they show up with courage, compassion and vision.
- **In 2020 Kristyn was featured in the CEO Magazine** for designing a leadership program to guide managers through the new ways of working that COVID-19 presented. That same year she was CEO Magazine's International Women's Day Keynote Speaker at the Park Hyatt Sydney where she spoke about the importance of gender balance on leadership teams.
- **Kristyn is obsessed with great leadership.** She's read hundreds of books, has over a dozen coaching qualifications, and has personally attended many leadership conferences to hear experts like Brene Brown, Patrick Lencioni, and Simon Sinek share their wisdom. In 2019 Kristyn joined 100 academics from across the USA to learn from Dr. Mary Gentile on her groundbreaking research, 'Giving Voice to Values'.
- **Importantly, Kristyn holds a gentle, non-judgemental space** for Leaders to let their guard down. It's a place to simply 'be' and 'grow' if Leaders choose to. In addition to being a Leadership Educator and Coach Kristyn is a published poet, and a local conservationist and runs a not-for-profit Expandnow.org to support women to grow in confidence and stand in their power.

Kristyn is an authentic educator, coach and community leader. Her passion for developing great leaders through her well thought out and planned programs is visible in all the material and activities.

I have worked with Kristyn at various times over the last 12 years, she has had a personal impact on my career and leadership journey. I cannot recommend her enough.

Marie Yarak - Senior Manager - Supply Chain Sourcing, Contracts & Strategy Boeing

Our team and I personally gained immensely from Kristyn's skills. She is an excellent facilitator and a coach who is able to make you think about things that matter to your company, team, and you. I would have no hesitation in recommending Kristyn for any similar leadership services.

Ajay Bhatia, CEO - mobile.de | Adevinta Mobility Portfolio| Chairman - Olx Brazil

Kristyn isn't just a remarkable changemaker, storyteller and leadership educator – she's an extraordinary human being; one I had the very good fortune of working with for a number of years. She has a beautifully unique way of looking at the world and at leadership and, as my executive coach, she gave me some transformational tools that I use every day. She also showed me the strength and courage I had within to make some big decisions, and she reminded me of how important integrity is in business and in life. She made a huge impact on me both personally and professionally, so if you have the opportunity to work with Kristyn, I recommend that you do.

Susan Armstrong - General Manager – Entertainment, Are Media