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## Leadership Development Series

*YARO are answering the call to action, "...to provide leadership development programs to keep pace with the growth of businesses, demands and needs of talent, and the staggering pace of change in the industry across Asia Pacific."*

**Leadership – Unlocking your Momentum** is the first in a cutting-edge leadership development series designed for those who want to learn to navigate these new leadership dynamics. The sessions are tailored to build understanding and provide the building blocks needed in a competitive world. Our goal is to take a core role in developing the next generation of talent.

The 2 ½ day program is seeking ambitious, talented, new or aspiring, leaders to participate. It's interactive, intense and meant to change the way you think and position yourself, understand your goals and think about your future. Developed by seasoned professionals and delivered by C-suite experts, it's an invaluable opportunity for learning.

### What we know

When working with aspiring leaders, we realize so much gets decided now. This is a critical moment in their career, and it can be a major turning point. Decisions and goals made now will determine how far and fast they can go. There are many great water carriers that make their bosses look awesome. But that is not enough. Those ambitious professionals often need to be seen in a different light, and for that to happen, each one of them needs to change the conversation. Our program takes this to heart, and we work hard to help those ready for 'what's next' with strategies, tools and techniques to make it happen.

For 2019 Scheduled program dates, please visit [www.yarofuel.com/register](http://www.yarofuel.com/register).

## Leadership – Unlocking your momentum

- Designed to bring together a universal cross section of professionals
- Help develop and connect their Personal Brand through successful goal setting techniques, traits testing, and planning
- Insights into what the CEO wants you to know
- Appreciation of the power of successful team collaboration and importance of diversity
- Understanding what it takes to be a successful leader, its challenges and rewards

## Program Overview

To provide the foundations and skills to both build and evolve leadership ability. Highly focused on what is relevant in today’s business environment and the constant flux where we all see a high degree of change. In Asia Pacific, the markets are culturally diverse, volatile, complex and fast-paced and learning needs to reflect these specific dynamics.

## Practical Leadership delivered in four phases:



### Sydney and Auckland programs garnered high scores -

With attendees from BGIS, Accor Hotels, AMP Capital, ACT Property, Clearstate, WT Infrastructure, GLAD, Knight Frank, Altus, ANZ, BNZ, Goodman Group, Bayleys, Dilworth, Augusta Capital, BECA, The Warehouse Group, Smales Farms and others, the diverse groups of professionals scored the program -

- Workshop content and overall program – **9 out of 10**
- The program is useful to my future endeavors – **9 out of 19**
- The program met my expectations – **9 out of 10**
- I would highly recommend this program – **9 out of 10**

*“Thank you so much. INVALUABLE 3 days!”*

*“Great balance to the program. Daunting, but very enjoyable and something I will reflect on often.”*

*“Great to get out of my comfort zone!”*

*“I came into this very nervous and unsure. I leave greatly energized and optimistic. Thank you!!!”*

### Program PRE-WORK

Pre-calls with each participant and their manager	<ul style="list-style-type: none"> <li>• Understand participants and where they are on their leadership journey</li> <li>• Understand their current role, goals, aspirations</li> <li>• Gather insights from both manager and participant on Work Ethic, Directedness, Subject Matter Expertise, Operational Appreciation, Teamwork, Initiative, Communication, Influence, Agreeableness, and Perception</li> </ul>
Traitify Insights	<ul style="list-style-type: none"> <li>• Participants to complete a pre-program survey on work style</li> </ul>

### Agenda DAY 1

Welcome 3:00 pm start	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Agenda overview – expectations</li> </ul>
<b>Awareness – The first stage of leadership</b>	
Exercise	'The Wall'
Sharing insights of Traitify survey	<ul style="list-style-type: none"> <li>• Understanding yourself and what your style means in your workplace</li> <li>• Understand the differences of others in a professional context</li> <li>• Awareness in today's work environment for your leadership journey</li> <li>• Diversity and the importance in today's workplaces</li> </ul>
Journey Line	Journey line – Workshop: mapping your personal / professional journey / diversity and the importance in today's workplaces
Networking	Cocktail/drinks

### Agenda DAY 2

Welcome 8:30	Reflections from day 1
Exercise	Your news headlines in 5 years
<b>Ambition – The way towards leadership</b>	
Goal setting	Goal setting and why it's important, how it's done, role of coaches. The importance of setting goals, realistic scorecards and manage the journey Goal setting workshop
Your personal brand	<ul style="list-style-type: none"> <li>• Understanding and developing your personal brand</li> <li>• Workshop - you, your work, your vision, creating a personal speech</li> </ul>
<b>Actualization – Being a leader</b>	
CEO for a day – thinking like a leader	Understanding what keeps your CEO up at night – <i>Guest Speakers</i> Workshop – CEO for a Day <ul style="list-style-type: none"> <li>• Idea generation, qualification, prioritization, concept through to solution</li> <li>• ROI – financial impact and finding the best ROI</li> <li>• Telling the story and selling it</li> <li>• Closing the gaps and how to win</li> </ul>
Networking	Working dinner

### Agenda DAY 3

Welcome 8:30	Welcome and reflections from Day 2
Real Estate market commentary	Current and future markets, challenges, economics, context to the issues faced and where the markets are heading
<b>Authority – How to win as a leader</b>	
Communication and Influence	Presentation dynamics
	Exercise – Look / Sound / Say
	Exercise - Rehearsing
Traits successful people have in common	How leadership influences the rest of the world
Group presentations	<i>Workshop – CEO for a day and CEO guest speakers</i>
Wrap	Reflections / Program survey/feedback

## Created for up and coming professionals, delivered by seasoned experts

**Stuart Roberts** – COO, CEO in Asia Pacific for two of the largest real estate services firms, and an entrepreneur, passionate about developing a new generation of leaders. Financial acumen, known for energizing leadership teams to deliver exceptional business performance. **Holly Yang** – CMO at two of the world's largest real estate services firms and known for passion and energy in building high-performing teams, driving sales and marketing to drive top line revenue. A strategist who is an organizational accelerator. **Peter Barge** – Real Estate icon, CEO, farmer, entrepreneur, and board director. A visionary known for driving momentum around organizational change and leading organizations through extreme growth and expansion.



## What we do and why YARO are different –

**We keep things small.** Our groups are capped so that we can be available for more one-on-one discussions or coaching and be more hands on with each participant. This is valuable when you are a professional trying to figure out what's next. We are accessible before, during breaks and after each day's work.

**We spend time in advance.** We spend hours getting to know each participant well before they arrive. Through phone calls, structured questions and the Traitify survey, we know a lot about our participants before we begin. We speak with their manager to understand where their development needs are. This also enables us to tailor a program in advance to amplify areas of greatest need for the group.

**We keep our groups diverse.** Different companies, disciplines, skills and backgrounds makes for the most engaging and interesting program. It brings in new perspectives, allows for bonding and most importantly, for post program professional relationships and networks to grow.

**We focus on working individually and in teams.** We find the dynamics can vary greatly and seeing someone in both types of situations, allows us to coach to their highest potential. Often those good individually are less dynamic in groups and vice versa. We work both sides of the equation.

**We don't disappear after it's over.** You never solve everything in one training session. Many participants need support post training as during the program, they often see where their gaps are, and what they need to succeed in their executive journey. We provide post session feedback for managers to pick up where we leave off, and if needed, we are there to continue to help.

