

ELEVATE PROGRAMME

Creating high performing leaders



In-person: 4.5 days

Virtual: 6 half days



Early Bird Price: \$3,150+GST*

Regular Price: \$3,700+GST

IMNZ

As a leader, you are vital in influencing organisational culture and providing the drivers and framework within which teams achieve strategic business goals. The Elevate Programme takes your leadership capability to the next level; engaging individuals and teams, driving performance improvement and delivering exceptional results through your people.

Benefits to your organisation

Organisational capability can mean the difference between a business meeting its strategic goals, or not. The Elevate Programme equips your leaders to navigate people leadership and business challenges and to do so with confidence and expertise. Our Elevate leaders leave the programme with the skills to grow team performance, align people capability to achieve greater business outcomes, and ultimately lead a team towards the achievement of strategic goals.

Who is this course for?

- Leaders wanting to achieve improved business results through more effective team performance strategies.
- Those wanting to extend their leadership capability across the essential areas of self, team, and organisation.
- Leaders who have responsibility for a functional area, a team, or an entire business but who may have had little to no formal training and are looking to build on their existing capability.

*Book 8 weeks prior to course commencement and receive 15% off.

Contact us for more information

www.imnz.co.nz | 0508 22 55 46 | enquiries@imnz.co.nz

Learning outcomes



Understand authentic leadership and the difference between leading and managing.



Know your leadership style and strengths and understand the importance of leadership wellness.



Use behavioural insights to get the best from others.



Assess capability and effectively drive team-based continuous improvement.



Understand the power of effective delegation and gaining commitment from others.



Expand your business planning and change leadership capability.



Training format

Whether you choose a face-to-face or virtual workshop, your learning outcomes will remain the same. Using specialist content design, clever use of in-workshop tools and exercises, your experience delivered by our expert facilitators will be immersive and engaging. Embed your leadership growth with opportunities to apply learning between workshops on both our in-person course (4 and a half days over 3 months) or virtual course (6 half days over 6 weeks).

What is covered in this course?



Leading self

We commence the Elevate Programme by defining leadership, including what successful leadership looks like. We explore how our own self-awareness, emotional intelligence, and personality can contribute to a deeper level of authentic leadership. We cover the importance of self-care in leadership, specifically exploring stress management and how to deal with difficult situations. We wrap up the 'Leading self' module with the importance of emotional sustainability and creating a balanced life in your leadership journey.



Leading others

In 'Leading others' we take a deeper look at the human condition and leadership. Starting with what it means to 'be responsible', and how empathy and understanding motivation contributes to our leadership effectiveness. We examine how the leader shapes a healthy work environment, covering topics such as diversity and inclusion. We also examine how people learn and how to develop team capability. This module explores how effective leadership starts with building rapport and influencing others, including topics such as the challenges of leading a remote workforce. 'Leading others' is concluded by examining team lifecycles, stages of development and how providing effective feedback is essential to building a high-performing team.



Leading business

In the final module of our Elevate Programme, we provide an overview of business planning and common planning tools, such as competitor analysis. We investigate the value of a digital strategy and discuss when digital performance and literacy become critical to business outcomes. We explore the impact of organisational change and cover the critical elements to consider when leading change, including how to support your team and address resistance and change fatigue. We close off the Elevate Programme examining the role of leadership and business resilience, finishing with a focus on your ongoing development as a leader.

Customised solutions

IMNZ can work with your organisation to deliver highly flexible and customised learning programmes. Contact us to discuss solutions to meet your specific learning and development needs.



The IMNZ training brings through techniques that you can apply but also gives an understanding of the psychology that would influence certain types of behaviour, and at the end of the day that's what we are trying to do — bring behavioural change to get better outcomes.



Tanvir Bhamji
Headwork Consents Manager,
Watercare Services Limited

