



6 Month
“High Potentials”
Program

Course overview.

LEVEL 2

Whilst Level 1 focusses on mapping out the fundamental principles of performance - how to draw it out in others. Level 2 is a collection of modules selected to cast a spotlight on ‘all things self’. Who doesn’t enjoy, and need, improved self-awareness and understanding of what makes people tick to explain why we do the things we do!

The way we think, affects the way we feel, how we behave and therefore how we show up everyday. Those who've done the work on becoming more emotionally intelligent argue that it's impossible to truly diagnose in others what they cannot see first in themselves.

These modules are suitable and offered to both High Potentials and to Leader cohorts. We offer them as separate programs so the course is pitched according to the needs and experience of the attendees.

INCLUDES

6-month program facilitated by Coach and Mentor, Nicole Stafford

3 x 3-hour masterclasses held on-site at TallTalk premises

2 x flipped modules provided for continued learning between masterclasses

Individual journals with learning transfer and resource materials provided

Participant access to facilitator throughout the program

This is a 6 month co-mentoring program covering 5 leadership modules. 3 modules delivered via 3 hour face to face ‘masterclasses’, 2 modules are self-paced. All learning materials and journals are provided.

* Course dates will be confirmed when attendee numbers are achieved.

LEARNING OUTCOMES

DEALING WITH CHANGE Who Moved My Cheese?

- Identify our resistance to change
- Understand what the 'normal' or anticipated responses to change are
- Explore the 4 stages of change through this fable
- Target common workplace issues throughout the conversation
- Appreciate the stages of change and how to navigate it more effectively
- Help your team/colleagues deal with the psychological & emotional impacts of change
- Lead others through change more effectively

FEEDBACK MATTERS

- Understand the purpose of feedback
- Conversation or feedback
- Where people typically go wrong
- Keep It Super Simple (KISS)
- Learn 2 structured frameworks to deliver feedback effectively
- Practice strategies to skill and drill you through the process

INTRO TO EMOTIONAL INTELLIGENCE

- What Emotional Intelligence is
- Why it's important in all levels of business today
- The competency framework explained
- The 3 competencies to begin building your own EI
- Practical tips and techniques used for developing EI
- Identify your needs and how they affect our behaviour
- Improved awareness of what makes people tick

AUTHENTIC LEADERSHIP

- What authenticity means and how it applies to leadership
- 3 tools to authenticity, covering;
 - Setting clear expectations
 - The importance of giving and receiving regular feedback
 - The trust equation

THINKING STYLES (Incl. individual HBDI profile)

- How to communicate more effectively with others
- What your thinking style is and where it comes from
- Understand others thinking preferences
- Help you to communicate with more impact
- Methods to reduce the risk of conflict or tricky situations
- What to avoid doing