An insight into an LIW Leaders of Leaders program

Our approach to
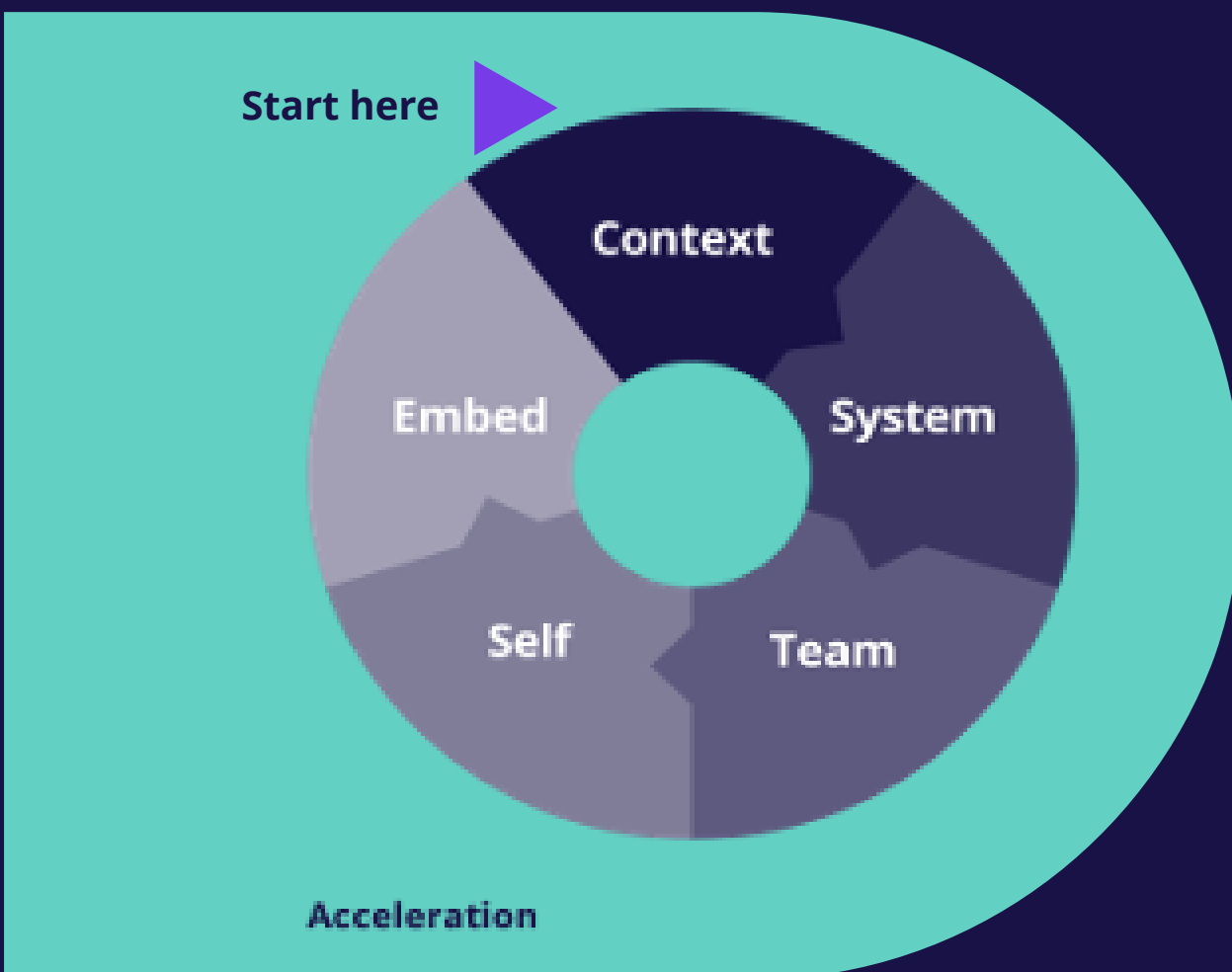custom designing your next leadership
development program

Download Inclusions

The Development Journey

System, Team, Self

Many leadership development programs follow the well-worn approach of starting with a focus on leading self then moving into leading teams and then leading the system/business.

At LIW, we propose the opposite approach.
We start with context (always!) then approach leadership development through leading the system, then leading teams and then finally leading self.

This approach provides practical learning upfront whilst building the intrinsic motivation and a willingness to engage and do the hard work that is required to build new skills and change behaviour. We call this momentum-building approach, Acceleration.

"I personally thank the team for such a wonderful program. The team is very knowledgeable. Applying learning to live goals is great way to experiment and see you get the desired results. Most importantly, these aligned with our strategies. Thank you very much."

Program Participant

Design Approach

Vertical & horizontal development

We focus on both the skill-building (horizontal) and mindset-elevating (vertical) aspects of leadership development.

Doing to learn experiences

We create learning experiences based on real work, real challenges and the real conversations that leaders need to have; providing opportunities to practice and learn.

Facilitate the wisdom of the group

We enable group sense-making through conversation and experiential activities. There is no "sage on a stage" in our learning experiences.

Enable the habit of experimentation

We focus on building the habit of consciously taking action to improve leadership and then reflecting on those actions. We aim to create a mindset of leadership practice, not leadership perfection.

Leaders of Leaders Program Agenda

LIW custom designs your programs based on your context, capability requirements and business goals. This agenda is shared to give you an insight into how the system-team-self approach influences the way we design our programs.

We aim to build on the work you have already done with your team. We seek to incorporate your:

- operational rhythms
- available development time
- models for things like feedback, coaching and trust
- diagnostic tools
- language of leadership

This build on the development your team has had, providing a continuous development journey

A DISCUSSION DOCUMENT

Context

- Understand the operating context (strategy and leadership principles)
- Recognise the role of a leader
- Prepare to grow and develop as a leader

Align teams

- Experience the importance of purpose
- Align the team with the organisation's purpose, vision and strategy
- Set actionable goals
- Create and articulate a plan

Amplify the culture

- Enable the conditions for high performing teams across the business
- Build professional relationships and networks to facilitate change
- Engage in robust and constructive discussion with peers to challenge the status quo
- Foster a learning environment that rewards the sharing of knowledge and skills

Grow leadership

- Understand current impact and cultivate an intentional leadership brand
- Build trust and credibility across the organisation
- Cultivate development opportunities for others
- Build resilience and tenacity to see initiatives through to completion

Scale Performance & Results

- Enable cross-functional team collaboration for mutual benefits
- Lead change and maintain momentum
- Create space in the system for innovation and continuous improvement
- Embed personal leadership systems and habits

A Program Journey

Learning & Application

Each of our learning journeys are designed to help leaders experiment with what they have learned in the normal course of their work. By rapidly applying their learning we support participants to undergo real change.

This example learning journey shows how we work with participants to support learning application. Each month is a learning sprint where after learning the core concepts we support them to experiment with working differently.

Learning Sprints

Catalyst
Experiential learning event where participants understand the core concepts and commit to changing their leadership practise. The length of the catalyst workshops is variable.

Application
Leaders are given and select "experiments" to apply and observe from their learning at the workshops

Reflection
Coaching circles (learning pods) bring leaders back together to reflect and share on learning, application, impact and ways to embed into ways of working

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Onboarding

Kick off call – Participants and Managers
Manager conversation – identify focus areas and goals

Recommend sprints are 2-3 weeks long.

Month 1 — Context and connect to strategy
- 0.5-day workshop
- Pod connect

Month 2 — Align Teams
- 1-day workshop
- Sprint plan
- Experiment
- Learning Pod Coaching

Month 3 — Amplify the culture
- 2 x 0.5 day workshops
- Sprint plan
- Experiment
- 360 debrief

Month 4 — Grow leadership
- 2 x 0.5 day workshops
- Sprint plan
- Experiment
- Learning Pod Coaching

Month 5 — Scale Perofmrance and Results
- 1 - day workshop
- Sprint plan
- Experiment
- Learning Pod Coaching

Month 6 — Leadership Impact Showcase
- 90 min Virtual workshop
- Participants present back their impact report to their pod and Managers.

Program close

Storytelling

Start the day listening to your CEO discuss the importance of leadership in your organisation and share their personal journey.

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Facilitated Conversation

Join your peers in a facilitated group discussion to share insights from the CEO's session.

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Case-In-Point Facilitation

During the debrief, experience an "aha" moment as you discover how working in silos impacts performance and reflect on your role in breaking down those silos.

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Simulation

Participate in a high-impact leadership simulation where you'll collaborate with your team to tackle challenges together.

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Reflection

Complete a self-assessment on the 4 Practices and engage in a group debrief to explore the strengths of your cohort and identify development opportunities.

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Simple Models & Practice

Use the simple 3Ws model to engage in a peer coaching conversation and set a goal for the impact you want to have as a leader.

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Relationship Building

Enjoy a dinner with your cohort, bringing along a "significant object" to help everyone get to know each other better.

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Experimentation

With your learning pod, plan an experiment to practice a new behaviour at work that aligns with the impact you aim to make.
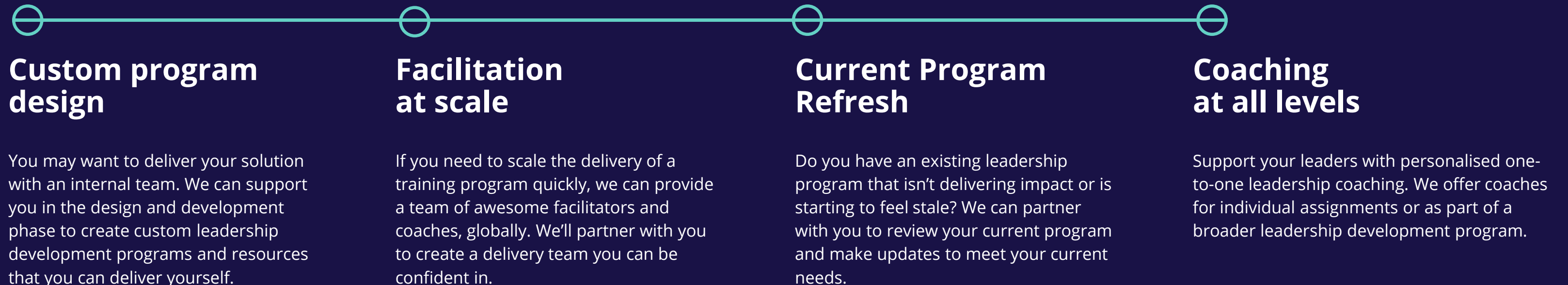
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A day in the life of a participant

"This approach has elevated our conversations to a strategic business level, rather than a transactional engagement. We are more agile to respond proactively to changes in the marketplace"

MD,
Logicalis

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Our Offering

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We will partner with you from the initial discovery through to delivery and impact measurement. You will be supported by a project manager across the end-to-end process.

Custom program design

You may want to deliver your solution with an internal team. We can support you in the design and development phase to create custom leadership development programs and resources that you can deliver yourself.

Facilitation at scale

If you need to scale the delivery of a training program quickly, we can provide a team of awesome facilitators and coaches, globally. We'll partner with you to create a delivery team you can be confident in.

Current Program Refresh

Do you have an existing leadership program that isn't delivering impact or is starting to feel stale? We can partner with you to review your current program and make updates to meet your current needs.

Coaching at all levels

Support your leaders with personalised one-to-one leadership coaching. We offer coaches for individual assignments or as part of a broader leadership development program.

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Next Steps

Share your challenge with us

Have a conversation with our partnerships team about how we can support you to solve your challenges.

Share an RFP

Include LIW in your upcoming RFP to see how we would work with your team at any level of leadership.

Explore our knowledge centre

See more insights and program case studies at www.liw3.com

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Keep in touch

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