REALTIME LEADERSHIP®

A leap forwards in real time leadership development

RealTime Leadership® is a simple and sophisticated method of launching into your leadership development needs. It helps identify gaps and builds capability improvements to address these gaps in real time.

Too many leadership development projects get too complicated. Its easy to get caught up in the diagnostic and theoretical components of leadership without actually doing anything. A major criticism of leadership programs is that they often substitute "doing" with "deliberating". RealTime Leadership® enables you to move from thinking about leadership development to actually delivering leadership development programs in an effective and efficient manner.

We're teaching the wrong things in the wrong ways. There is a massive difference between what we know about leadership and what we do as leaders. What makes leadership hard isn't the theoretical, it's the practical. It's not about knowing what to say or do. It's about whether you're willing to experience the discomfort, risk, and uncertainty of saying or doing it.

—P Bregman 2013

LEADERSHIP CLUSTERS

To get an idea of what clusters are available to you, the examples below are categorised by number of employees. The clusters can alternatively be sorted by

a) industry

b) profession

c) leadership level

Contact your consultant to discuss the ideal cluster categories for your organisation.

1-40 Employees

Leadership Style | Courageous conversations | Manager as Coach

Cluster 1

Strategic Management | Negotiation Skills | Project Management

Cluster 2

40–80 Employees

Courageous conversations | Manager as Coach | People and Performance

Cluster 1

Strategic Management | Project Management | Negotiation Skills

Cluster 2

80–150 Employees

Courageous conversations | Manager as Coach | People and Performance | Emotional Intelligence

Cluster 1

Decision Making | Strategic Management | Leading Organisational Change

Cluster 2

LEADERSHIP CLUSTERS (Continued)

150–350 Employees
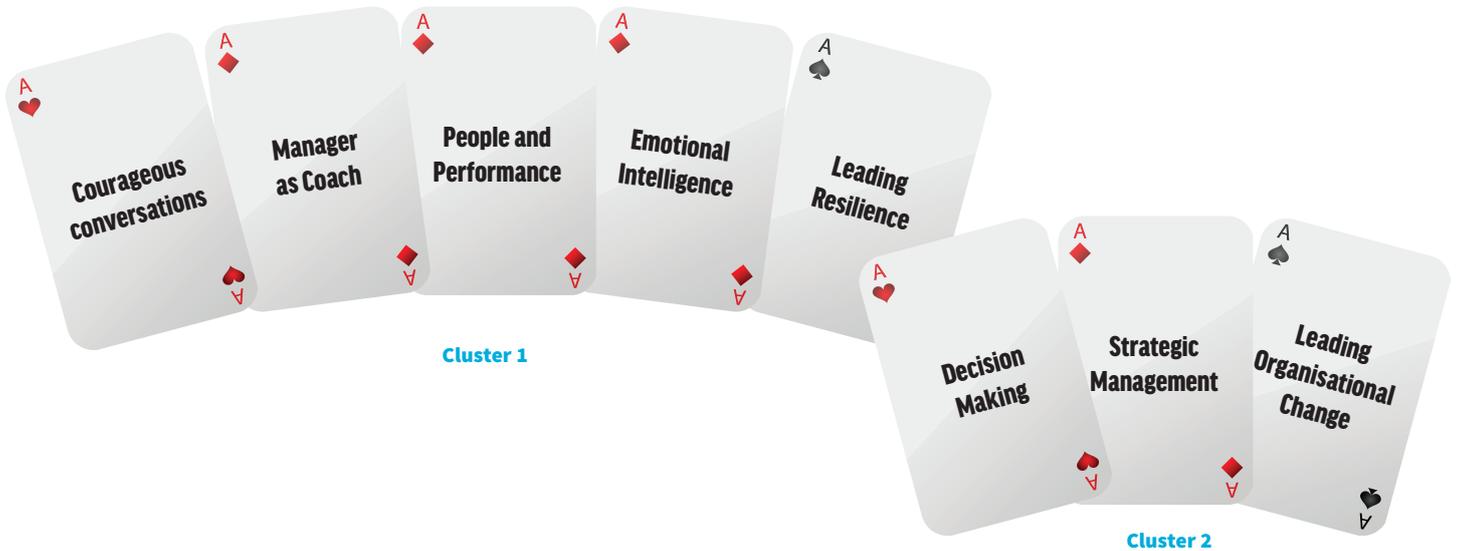
A ♥ Courageous conversations

A ♦ Manager as Coach

A ♦ People and Performance

A ♦ Emotional Intelligence

A ♠ Leading Resilience

Cluster 1

A ♥ Decision Making

A ♦ Strategic Management

A ♠ Leading Organisational Change

Cluster 2

350+ Employees

A ♥ Courageous Conversations

A ♦ Manager as Coach

A ♠ People and Performance

Cluster 1

A ♥ Emotional Intelligence

A ♦ Leading Resilience

A ♠ Managing Remote Teams

Cluster 2

A ♥ Decision Making

A ♦ Strategic Management

A ♠ Leading Organisational Change

Cluster 3

PREFERRED TRAINING NETWORKS

REAL**TIME** LEADERSHIP®

HOW DOES IT WORK?

STEP 1 — LEADERSHIP NEEDS IDENTIFIED
(Plus beginning the leadership training)

A facilitated session with your leadership group to prioritise leadership gaps and identify your leadership capabilities.

This session is conducted by a highly qualified facilitator, and will quickly focus your leadership group on identifying and prioritising your leadership gaps.

The facilitated session is immediately followed by leadership training of the group's identified highest priority. This means that you've actually started the leadership skills delivery piece.

STEP 1 (A) — LEADERSHIP GAPS REPORTED BACK
(Cluster of targeted leadership programs recommended)

The identified leadership gaps are reported back to the group together with a suggested cluster of targeted leadership programs. Your leadership programs can be delivered in module, half day and full day formats. This flexibility means that the RealTime Leadership® program can be delivered with minimal operational disruption and maximum impact. The report will outline the recommended program content that will address your leadership gaps. Preferred Training Networks will tailor the content to ensure that it has the right mixture of theory and practical. The practical components will be aligned to your organisation, industry and context.

> **YOUR LEADERSHIP PROGRAMS CAN BE DELIVERED IN MODULE, HALF DAY AND FULL DAY FORMATS.**

STEP 2 — CLUSTER DELIVERY

RealTime Leadership® is delivered as a cluster to the leadership group. On the previous pages you'll see some examples of traning clusters.

TENSILE STRENGTH OF THE COURSE

The capability and content can be tightened or loosened depending on the combined strengths of the leadership group. There will be some areas of leadership where you just need a refresher and then there will be other areas that will need to be explored in depth. The leadership development is very simlar to an acrobat's performance. It looks easy. But as every great acrobat will tell you, it takes years and years of refinement to achieve a perfect 10.

REALTIME LEADERSHIP® CORE CAPABILITIES

1. **Leadership capabilities**: Preferred Training Networks has significant experience in the identification and development of leadership capabilities and these capabilities form the basis of our course curriculum

2. **Contemporary theories**: Preferred Training Networks infuses the key elements of contemporary leadership theories throughout all leadership programs

3. **Practical experience**: The Preferred Training Networks team have a range of practical leadership experience from holding senior roles in a wide range of industries

4. **Industry experience**: Your accredited facilitators and trainer will all have a proven track record in your industry

WHERE TO FROM HERE:

If you would like to move your leadership development from "deliberating" to "doing" then this course is perfect. If you'd like to initiate (obligation free) RealTime Leadership® discussions then contact us to arrange a consultation and assessment of your RealTime Leadership® readiness.