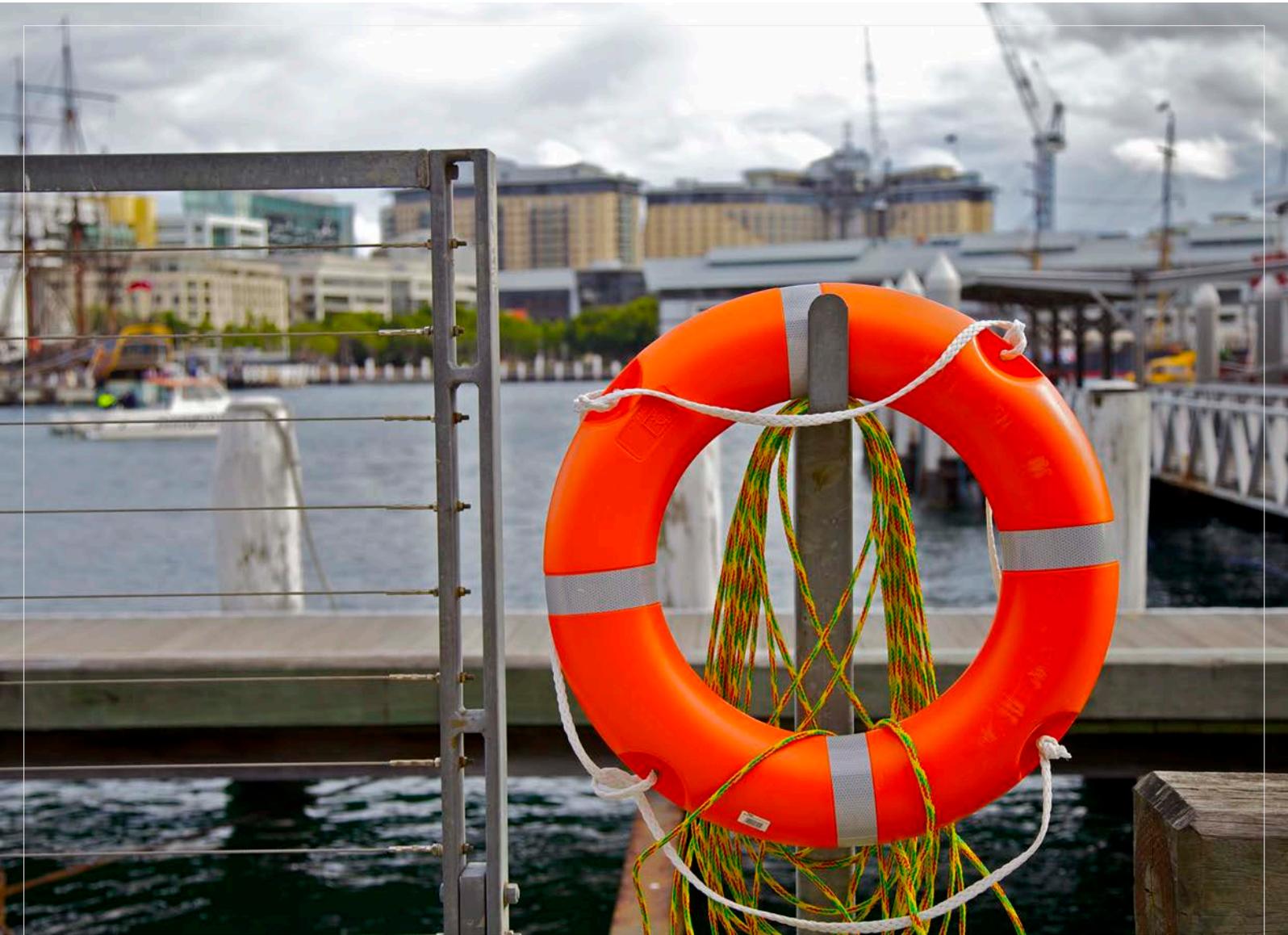


# Bespoke Leadership Development Programs

Leadership ● Performance ● Growth

Future Platform  
enabling corporate evolution



# Introduction

With intellectual capital fast becoming the most powerful asset in today's competitive business environment, organisations are increasingly focused on developing their leadership depth. Attraction, development and retention of effective leaders is central to future success, with an organisation only able to grow and compete as capably as its leadership allows. Able to balance priorities and act dynamically, successful leaders can navigate an organisation through uncertainty and are equipped with the appropriate skills to inspire and empower those around them.

Despite its multidimensionality and complexity, leadership is not a mystical trait but a skill that can be learned. This requires concentrated effort over a period of time and enhanced self-awareness. Future Platform has designed a program aimed at accelerating this learning process.

It is a proven formula of theory, work place specific application, peer interaction and experiential development; and programs can be targeted at different leadership levels.



# What do we mean by bespoke...

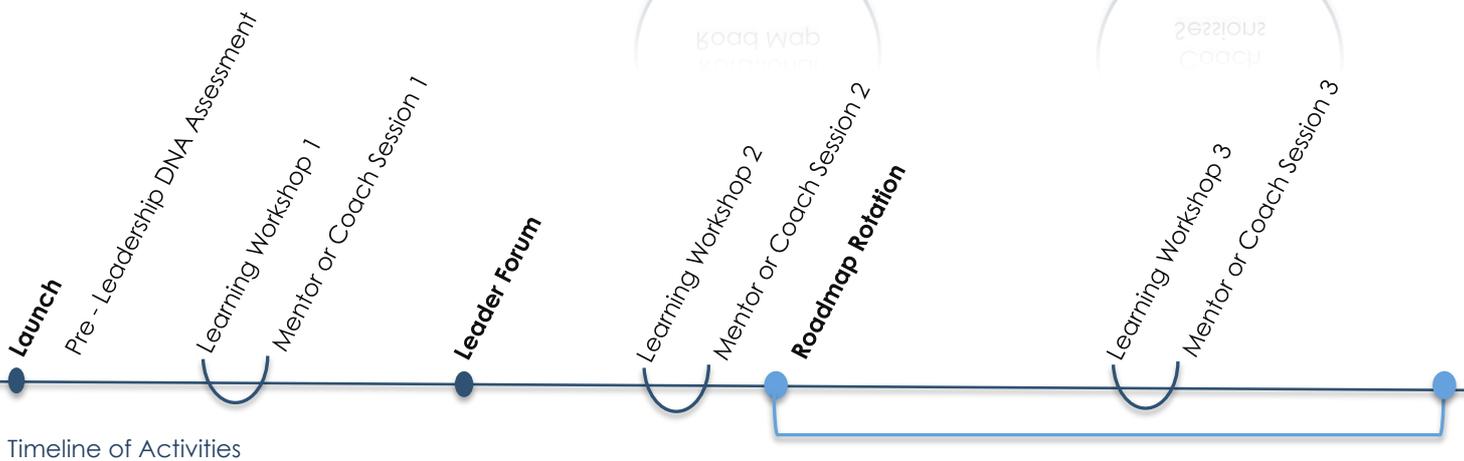
All of Future Platform's programs follow a proven design to ensure participants get the most from the learning experience. Future Platform, however, works with its clients to ensure the program theme is aligned with the organisations culture and that the program components are relevant to their business.

Scenarios, case studies and simulations are built on real situations and any internal client frameworks or models can be incorporated into the learning process.

Future Platform will adjust the program pitch to ensure it targets the participant leadership skill level of the participants.

# The Program Design.....

Multifaceted • Longitudinal • Experiential • Applied



Timeline of Activities

Learning Workshop 4  
Mentor or Coach Session 4

**Experience Centre**

**Leader Forum**

Learning Workshop 5  
Mentor or Coach Session 5

Learning Workshop 6

**The Leader Challenge**

Mentor or Coach Session 6

Post – Leadership DNA Assessment  
**Program Close**



# The Benefits...

Whilst the benefits of the program can be varied and are dependent on the requirements of the client and therefore the targeted capabilities we expect our programs to deliver the following benefits:

## Individual

- Increased leadership confidence
- Improved understanding of how they as leaders can influence others and impact the business
- Wider cross organisational knowledge
- Increased self awareness relating to personal effectiveness
- Re-energised orientation to the role of 'leader' within the organisation

## Organisational

- Increased leadership strength across the business as a result of acquiring new skills and learning new concepts to increase their effectiveness
- Leaders more capable of leading their teams and minimising obstacles resulting in increased productivity
- Cross fertilisation of knowledge encouraged through the sharing of information within the learning workshops and the rotational roadmaps
- Network of peer support where participants will become part of an internal community of leaders

# Our Leadership Program Impact Model

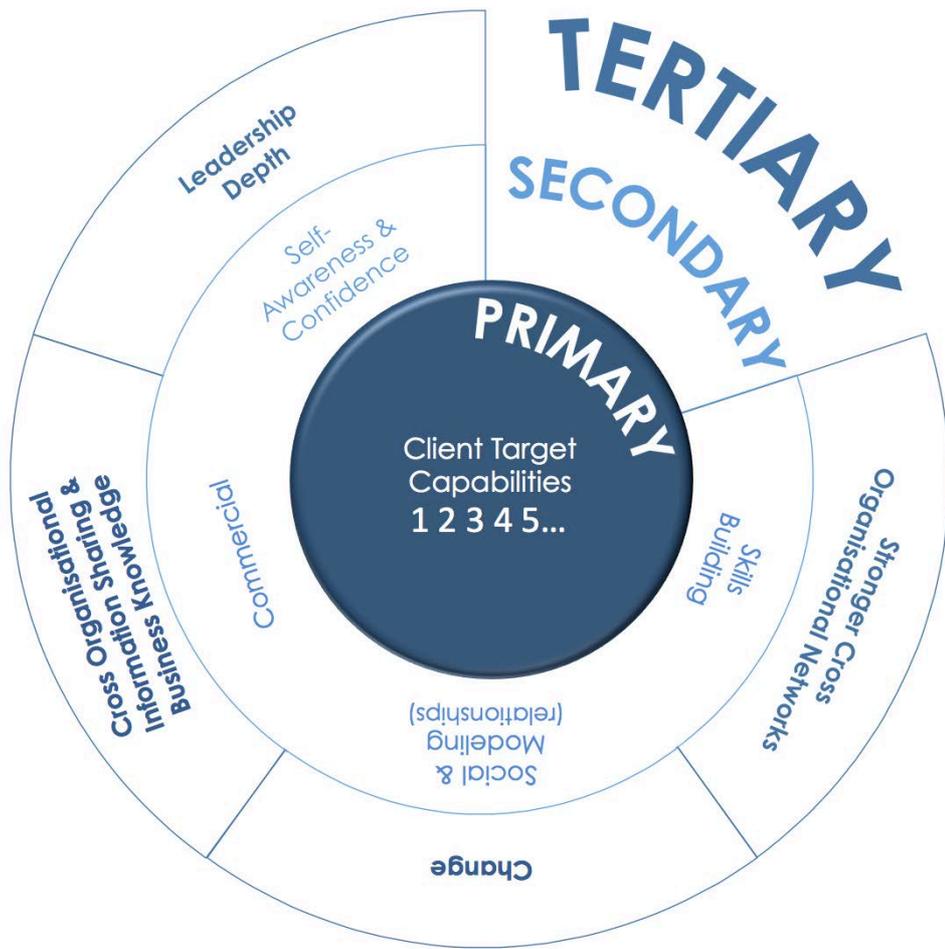
Future Platform understands the need to demonstrate the value delivered through a leadership program. Therefore, we ensure that at various points throughout the program we are evaluating and providing feedback against three possible levels of impact.

We will agree with the sponsor, prior to roll-out the method and criteria that will be used to assess impact.

The **primary level** refers to the key areas identified by the client that need focus to take the group from a current to a future workplace capability level.

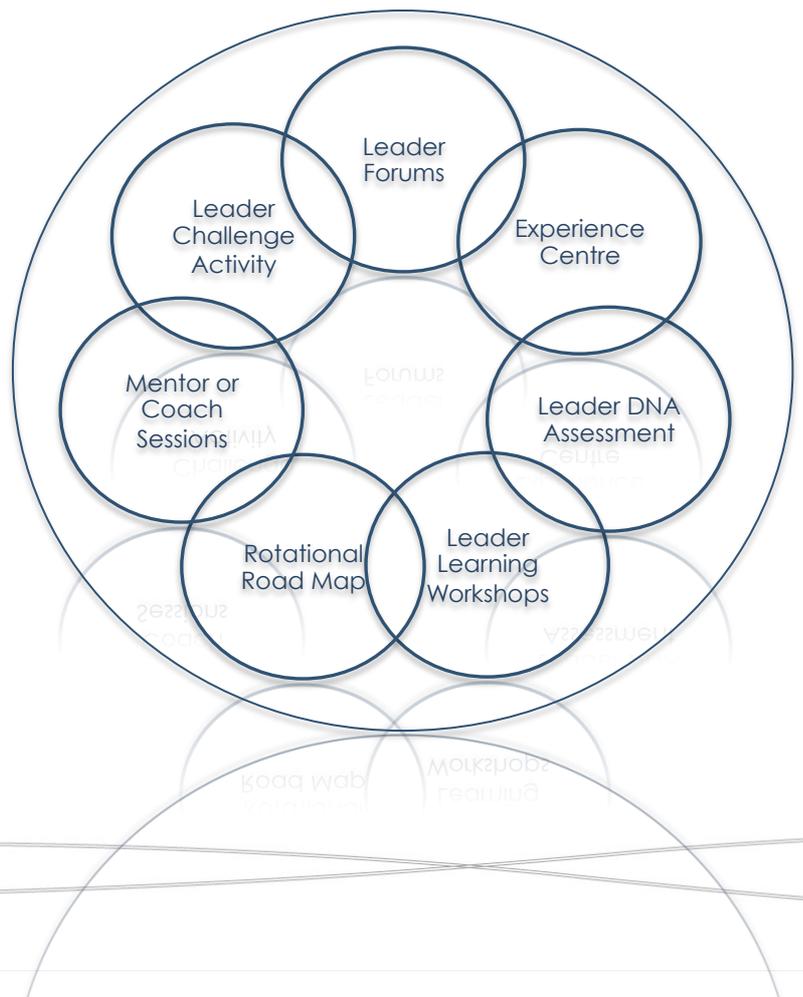
The **secondary level** refers to outcomes we would anticipate all participants improve against as a result of participating in the program.

The **tertiary level** refers to organisational level outcomes that we anticipate would be present as a result of a group undertaking the program.



# Coordinated Program Management

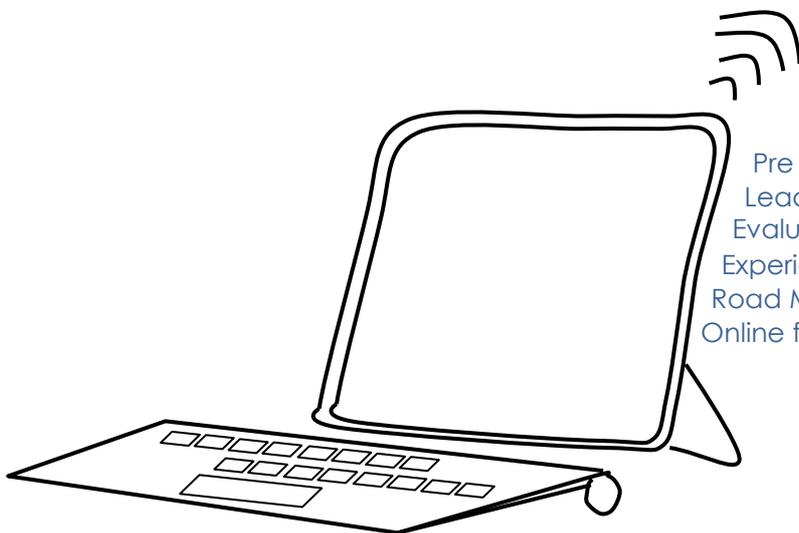
Future Platform will coordinate and project manage all aspects of the program. To do this, we work closely with a designated internal coordinator to ensure there is clear communication and tight program execution.



# Online Portal to Support the Program

Each client, and its program participants will have access to a tailored online portal. This portal supports the learning journey and will be branded in accordance with your organisation.

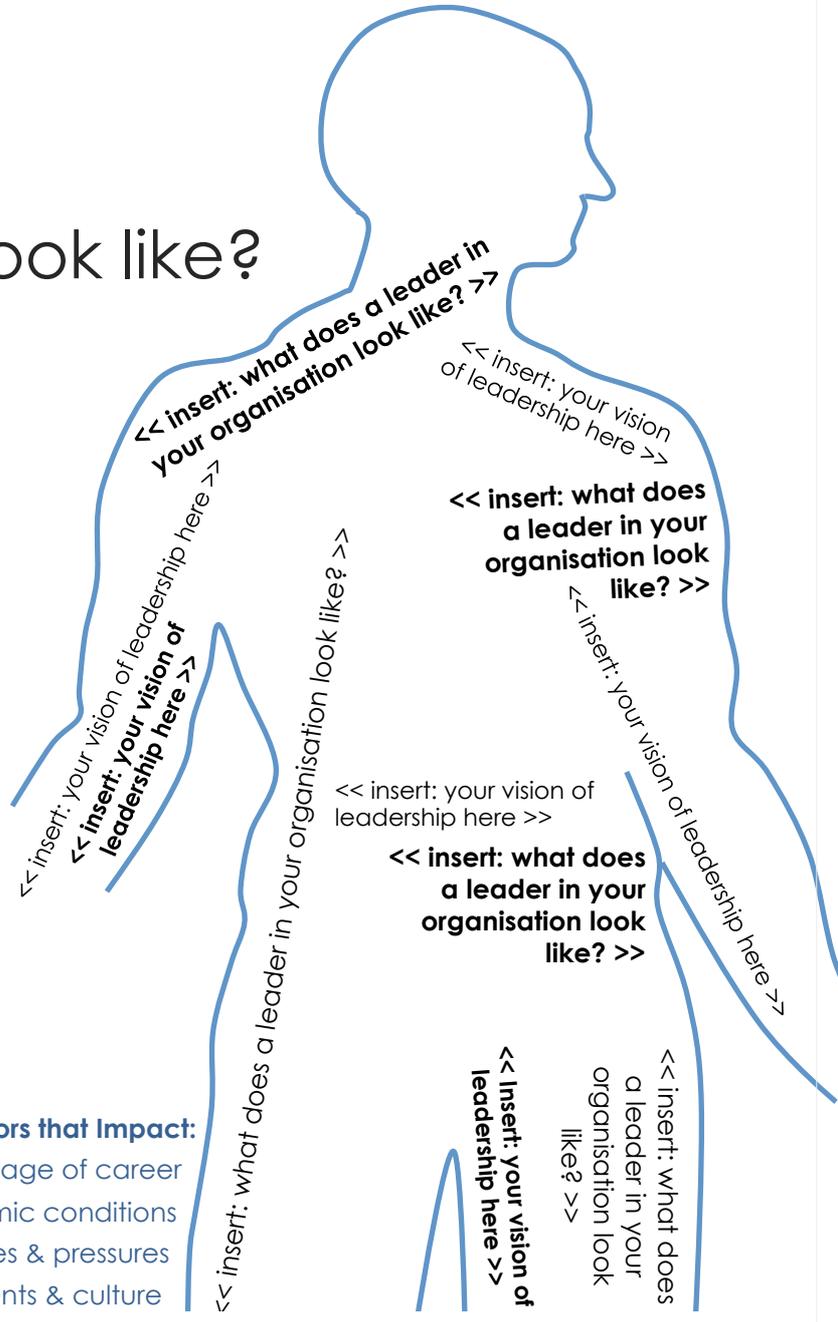
All participants will be issued with a username and password that will provide them 24/7 information that supports the stages of the program. For example workshop pre-work and post-work, summary slides, briefings, the online forum, evaluations, related readings, tools and templates for leaders etc.



Pre and Post-Reading  
Leader Tools and Resources  
Evaluation forms  
Experience Centre Briefing  
Road Map Rotation Briefing  
Online forum ....

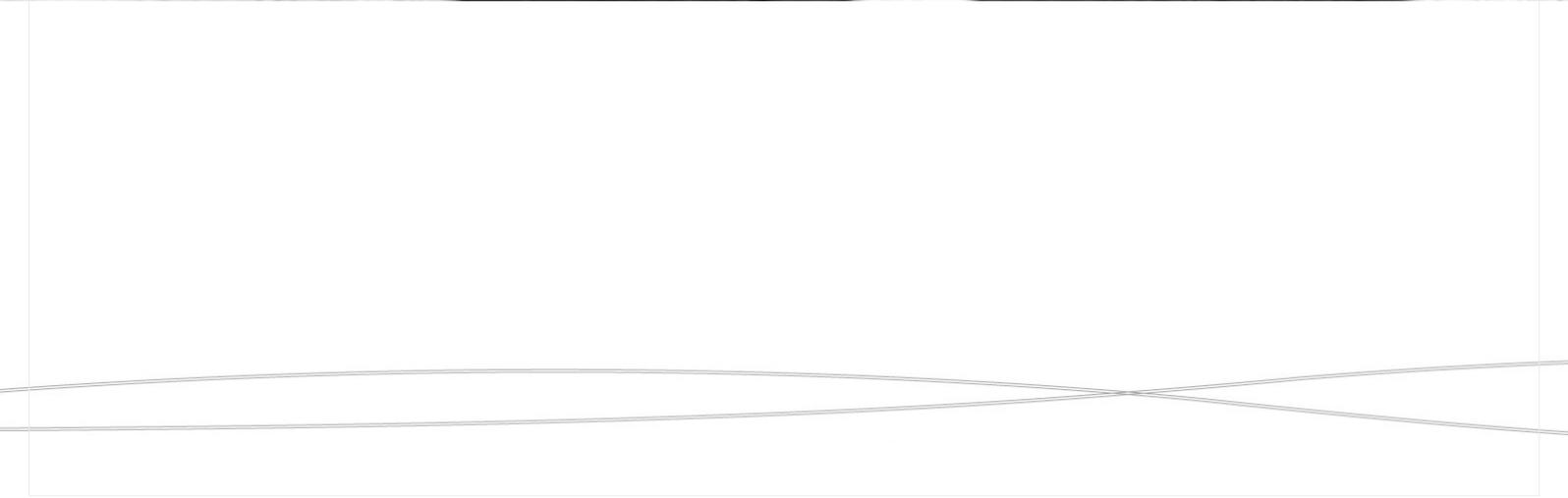


# What does a leader look like?



## Factors that Impact:

- Stage of career
- Economic conditions
- Market challenges & pressures
- Industry requirements & culture



# A Closer Look at the Program

- Pre and Post-Program Leader DNA Assessment

Each participant undertakes two on-line Leader DNA Assessments. A selection of colleagues, managers and direct reports provide feedback against a self score on each of the agreed leader competencies. These will be conducted at the start of the program and at the end. This allows for comparison in behaviour change and learning application. This activity aims to increase self awareness of leadership strengths, as to their strengths and opportunities.

- Leader Learning Workshops

The tailored workshops will commence in month two and then approximately every month for the following 6 months. An experienced facilitator will run each of these sessions creating a rich learning forum targeting key leadership capabilities and provoke thought around leadership styles, models and tools. Participants are required to complete pre and post work which is available on line.

# A Closer Look at the Program

## ○ Mentor or Coach Session

All participants will be teamed up with a mentor or coach who has the experience and wisdom to influence their mentee - at times it may be the participant's manager. Meetings will be held at regular intervals with the purpose being to discuss leadership learning workshop content and its application in the work environment. Mentors and mentees are provided with guided questions to discuss in each session. Group mentoring sessions can be adopted.

## ○ Rotational Road Map

Participants will complete a rotational experience that will require them to work in another area of the organisation for 2 days. Participants will be provided with questions they will need to investigate while on rotation and then will need to present these responses back. Participants will generally be designated an area where increased knowledge would benefit their current role or career progression goals. This component encourages cross fertilisation of knowledge and a broader organisational understanding.

# A Closer Look at the Program

- Experience Centre

This 1-day, high energy experience will be attended by all participants. It involves a series of tailored and aligned simulations based on current organisational scenarios. The experience is one of the highlights of the program with participants finding it a challenging but rewarding way to test their skills.

- Leader Forums

Over the program, two 1-2 hour leadership forums will be presented by a successful leader to discuss their experiences and share their ideas and thoughts on high performance and leadership. The speaker may be a well respected leader within the organisation or an external speaker.

# A Closer Look at the Program

- The Leader Challenge Activity

Participants will be given a 'leader challenge' scenario related to the organisation and will be required to investigate and present a business case or solution outlining their recommendation. This will be completed in teams ranging from 2 people to larger groups. The teams are allowed several weeks to undertake the challenge and the culmination is a formal presentation to an internal stakeholder panel. This panel is required to decide whether the solution will actually be taken up and transitioned into an organisational project.



# Your investment

Every client is different. This means the individuals who participate on a program and the context for the program can vary significantly. As a result the level of tailoring and bespoke build can differ significantly.

The investment will tend to be a set-up fee for development of the program and then a per head fee which is indexed based on the number of employees participating.

# Our experience





# 45

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