

SUPERCHARGE OUR SUPERSTARS

SOS

UNPACK A TRUE NORTH LEARNING
PROBLEM SOLVER



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Everyone wants them. Entrepreneurial and highly competitive organisations need them. So how do you draw on their strengths to generate and maintain a High-Performing Workplace? More importantly, how do you keep them? We're talking about those Executives and high-potential managers capable of driving your operations to new heights. With leadership training identified as one of the most successful staff retention strategies today, the Experiential Learning Experts at True North Learning have put together a package that will supercharge your superstars.

Supercharge Our Superstars (SOS) is part of True North Learning's suite of programs that are designed to help any organisation operate as a High-Performing Workplace (HPW).

What you get:

Supercharge Our Superstars (SOS) is a five-day, five-star residential Leadership Development program. It also includes eight one-hour one-on-one Executive Leadership coaching sessions for each participant as well as online support and training tools.

Supercharge Our Superstars takes your most valued and high-potential leaders out of their regular environment and comfort zones. It is an Experiential Learning program that will catapult their leadership skills to the next level by further developing their Facilitative Leadership ability.

Participants will be challenged to grapple with the complexities of leadership, teamwork and strategy in ways that have immediate benefits.

THEY WILL GET: Strategic challenges, enhanced skills and mental stimulation that will put them ahead of the pack in leadership skills. Plus, they receive ongoing support and individual coaching for a period of one year.

YOU WILL GET: A supercharged executive or manager who will help you deliver and maintain a High-Performing Workplace. A high-performing executive or manager who is committed to remaining within your organisation due to an ongoing program that is building his/her skills.

FACT:

High-Performing Workplaces (HPWs) do better than Low-Performing Workplaces (LPWs) in the areas of productivity and financial outcomes – for every \$ of investment HPWs generate twelve cents more revenue than LPWs.

FACT:

HPWs generate 28.1% more ideas than LPWs.

FACT:

HPWs have lower staff turnover (23.3% less than LPWs), better levels of job satisfaction (22.7% higher) and employee commitment (23.2 % higher).

The Leadership, Culture and Management Practices of High Performing Workplaces in Australia: High Performing Workplace Index

How it works:

Our Executive programs are cutting edge and deliver solutions that meet today's business needs in the face of critical skills shortages and increasing pressure on leaders to drive their teams to new heights.

We have developed activities and simulations, underpinned by world-class measurement and reporting tools, that build skills, identify growth opportunities and highlight performance gaps.

Facilitative Leadership increases leadership effectiveness and organisational outcomes by:

- ✓ Facilitating "buy-in" from team members rather than enforcing it.
- ✓ Making space for all voices and opinions – and even encouraging those that disagree.
- ✓ Enabling leaders to grapple with complex problems until the solutions occur, rather than finding a solution simply to relieve the tension of the unknown.
- ✓ Facilitating the multiple (and sometimes competing) demands of various stakeholders.
- ✓ Creating safety and loyalty within a team by noticing and framing team and interpersonal dynamics.
- ✓ Supporting creativity and innovation by asking better questions, advocating reflection and adapting current strategies.

During the "Supercharge Our Superstars" program we deliver:

- ✓ Baseline skills audit of all participants using best-practice measurement and reporting tools.
- ✓ A five-day, five-star residential program including Experiential Learning activities.
- ✓ Maximum six participants per learning team, with an Executive Coach assigned to each team for the entire program.
- ✓ Eight one-hour one-on-one Executive Leadership coaching sessions for each participant.
- ✓ Online support and training tools.
- ✓ Regular reporting and feedback to participants, managers and the Executive.
- ✓ Analysis and final reporting.

To discuss how SOS inspires and sharpens your top performers call us on **1300 433 112** or email info@truenorthlearning.com.au.