Inspire Leadership Program

Improving People, Businesses & Societies

Developing Inspiring Leaders
Motivate Teams via Positive Cultural Change

Vative's Inspire Leadership Program transforms leaders to enable them to enhance the motivation, morale and performance of teams through a variety of mechanisms. These include connecting the team's sense of identity and self purpose, plus linking to the collective purpose of the organization; being a role model for teams that inspires them; challenging teams to take greater ownership for their work, and understanding the strengths and weaknesses of teams, so the leader can align people with tasks that optimize performance.

How was the program developed?
The Inspire Leadership Program is a unique hybrid of many proven leadership and psychology disciplines which include:
- Emotional Intelligence
- Neuro-Linguistic Programming
- Body Psychological Theory
- Hypnotic Theory
- Spiral Dynamics
- Myer Briggs Typology
- DISC Personality Profiler

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How does the program transform leaders?
Inspire Leadership focuses on:
- Enhancing self awareness
  - Truth, Motivation, Empowerment, Overcoming Fears, Initiative
  - Confidence, Beliefs, Values, Morals, Sub Conscious & Instinct
- Developing a greater awareness of others
  - Empathy, Gratitude, Compassion, Boundaries & Limitations
- Strengthening abilities to positively make meaningful connections with people
  - Rapport, Congruency, Unity & Trust
- Creating greater appreciation for other people's ethics and ecology
  - Environment, Doing Without Harm, Value and Beliefs of others
- Formulating a Purpose
  - Goal Setting, Insight, Clarity & Purpose

How is the program structured? (Program can be customised to suit business objectives)
- Participants develop skills via actual application through two real life relationships
- Training is delivered in a structured manner at a schedule agreed to by the company, this is generally on a month to month basis, this allows participants to exercise their skills with real life relationships at a manageable pace
- Group sizes are minimum 5 and maximum 15
- 10 x two-three hour sessions, once per month or 3 x 1 day sessions
- An additional 1 hour of personal coaching per session per person is provided by the facilitator
- Participants practice new skills as part of normal work and life
- Coaching sessions include observation of participant in the workplace and provide feedback to help develop skills in engaging and leading teams

Phone: 1300 VATIVE (82 84 83)
Websites: www.vative.com.au
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Australia   New Zealand   Asia

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Program Flow & Objectives:
Participants confidentially develop a minimum 1 x personal relationship and 1 x business relationship (involving 2 or more team members) through the program. These 2 relationship "groups" will be used to evolve and enhance your ability & theirs, to achieve common and mutually beneficial goals and targets.

What is the Content and Outcome of the Sessions?

Session	Topic:	Purpose/Outcome	Out of session activity
1	Diagnostic	Self awareness of personality and current evolution	Identify strengths and weaknesses and appreciate differences in people
2	Restriction vs Flow	Opening participants to development, growth and evolution	Identify what restricts your performance: - people around you, environment, systems etc. Identify what improves/enhances your performance
3	Circle of trust	To have understanding of our trust filters. How and why people are in or out of our circle	Identify members of inner and outer layers of our trust circle
4	Purpose, Vision and Goals - personal relationship goals - business relationship goals	How to identify and set personal and business goals/targets	Identify tangible personal relationship goals Identify tangible business relationship goals
5	Values and Beliefs	Develop understanding our own values and beliefs and how the values and beliefs of others align with ours	Identify for both personal and business goals where there are mis-matches in Visions and Goals. Identify Intervention points
6	Positions and Perspectives	To be aware and be able to adopt a broader range of viewpoints. Ability to move into 1st, 2nd, 3rd positions	Step through 1st, 2nd, 3rd positions with team members to understand their perspectives and how they may influence personal/business goals
7	Masks (Ecology)	To understand why & how we use masks to hide our perceived flaws	Identify when you and other team members use masks and how this impacts on personal/business goals
8	Unity vs Division	To have understanding of how intentions, statements, questions & actions unite or divide relationships	Use higher self intentions, statements, questions, actions in order to foster uniting relationship within project teams/relationships
9	Motivating ourselves and others	Understanding how to move from de-motivated to motivated state	Move yourself and other project members into a motivated state to meet personal/business goals
10	Flow on Effect/Reflection	To string and integrate all learnings over past 9 sessions & how to use these in the future	Install times in future where these skills will work

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