



TAILORED SOLUTIONS

CULTIVATE. BUILD. ENHANCE. GROW.





LEADERSHIP WA is the State's forefront developer of leaders from all industries and sectors.

WHAT ARE TAILORED SOLUTIONS?

Leadership WA's tailored leadership development solutions focus on enhancing leadership skills that create sustainable change and growth. Each Tailored Solution is a bespoke program designed to meet your organisation's unique demands and challenges, culture and values. By drawing on our expertise in leadership development, we can create a program that maximises the benefits for your employees, organisation and the wider community.

WHO ARE TAILORED SOLUTIONS FOR?

Tailored Solutions can be utilised for groups of executive leaders, a single team or a larger group of leaders across any organisation. The customised design of each Tailored Solution can meet a wide spectrum of unique needs and circumstances.

OUR APPROACH TO YOUR LEADERSHIP DEVELOPMENT

We believe that good leadership begins with the individual, so each of our Tailored Solutions has a strong focus on building self-awareness and the impact leaders have on those around them. Our work is also strongly values-based, so we align your Tailored Solution to your values and the culture you wish to foster.

WHAT DOES IT INCLUDE?

Each Tailored Solution includes an experience-based learning methodology which ensures that leadership theory is readily translated into day-to-day practice, resulting in real and sustainable change.

Depending on your needs, this can include:

- **Leadership**
 - Understanding leadership styles
 - Empowering teams
 - Team dynamics
 - Sharing the leadership journey
- **Communication**
 - Understanding not everyone communicates the same
 - How to listen and understand
 - Understanding the WHY to influencing and negotiations
 - Strategies to resolving conflict
 - Communicating performance management
- **Managing Change**
 - Understanding change
 - Understanding transformation
 - Innovation
 - Communicating and selling change
 - Understanding the linkage between values, vision and organisational culture
 - Understanding why investing in human capital is important
 - Understanding succession planning
 - Understanding different characteristics of workplaces
- **Managing up and managing different generations**
- **HBDI psychometric analysis.** HBDI® teaches you how to communicate with those who think the same as you and those who think differently than you. Once an individual understands his or her thinking style preferences, the door is open to improved teamwork, leadership, customer relationships, creativity, problem solving, and other aspects of personal and interpersonal development.
- **PRINT™ Profiling.** This profiling instrument is specifically designed to take leaders to the next level by examining the Unconscious Motivators® that drive an individual's actions



OUTCOMES

A Leadership WA Tailored Solution is an investment in your organisation and your staff. By completing a Tailored Solution, you will develop a team of more thoughtful leaders who:

- Understand how to maximise their strengths to lead more effectively
- Contribute to informed decision-making
- Connect to a significant cross-sector networks

“The quality and content of the training was exactly what I was looking for and I could not believe how positive and energised the Leadership Group was. This will have a significantly positive impact on the future workplace culture at Bega. Thank you Leadership WA.”

Clive Holt CEO, Bega Garnbirringu Health Service

WHO WE HAVE WORKED WITH

Below is a selection of our previous Tailored Solutions. Each were co-designed between Leadership WA and the organisation’s executive management team.

Water Corporation

Leadership WA designed and delivered a unique leadership program for Water Corporation’s Regional and Branch managers, aligned to their Leadership Framework.

The two-and-a-half-day program comprised a comprehensive PRINT® profiling session for 21 people. This included debriefs about implementation of learning, team dynamics and culture; integration across departments; and capacity for holistic planning. Evaluation of the Tailored Solution showed 93% of participants agreed or strongly agreed that they could develop and implement a leadership development action plan in my work context; and 88% agreed or strongly agreed they now had a clear understanding of the Water Corporation’s Leadership Framework and Values.

Bega Garnbirringu Health Service - ASPIRING

Leadership WA adapted its Aspiring Leadership Course, a 4-day experience-based Course for new leaders, to help Bega Garnbirringu Health Service through a period of consolidation and restructuring. The Course was run over 2 weeks to allow embedded learning, reflective practice and practical application. At the completion of the Course, all participants either agreed or strongly agreed the Course had been beneficial to them and had increased their leadership capability. Leadership WA has continued to provide Bega Garnbirringu with further leadership development.

PathWest

Leadership WA designed and delivered a bespoke Future Leaders Program for PathWest. The program was developed for newly-appointed leaders or those with little previous leadership and management training. The program addressed authentic leadership; managing change; communication; collective leadership; health and wellbeing; building human capital; and leading business excellence. The experience-based program used 360° feedback, a tool that provides information about how you are perceived by others; and four days of face-to-face training and coaching.

The program was extremely well received within PathWest with participants noting it was very valuable for their personal development.

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