



## **Discovery Leadership**

### **Inspire your leaders to lead with vision, passion and integrity**

Improve leadership effectiveness in a practical and sustainable way. Develop leadership teams that inspire the people around them to excel, even in challenging times.

Discovery Leadership is ideal if you want to:

- Create a leadership development programme with the power to transform your business
- Help your leaders adapt their approach to motivate and inspire within a diverse organisation
- Understand leadership strengths and weaknesses, and plan for higher levels of performance

### **How it works**

Discovery Leadership explores all aspects of leadership development within the context of your business. The Rhodes team will guide your leaders through the eight dimensions of leadership, enabling them to examine their effectiveness in each of these areas. We will help you create strategies for continuous personal development at the individual, team and organisational level.

Using the Discovery diagnostics we will work with you to explore your leaders' preferences and capabilities in a practical and accessible way. Discovery Leadership can be customised to complement your existing in-house leadership development framework or to match up-coming follow-on training you are planning.

Where it can lead

- A strong and balanced leadership team that produce results whatever the business climate
- Your leaders will be able to apply their learning to real workplace challenges
- Leaders will have practical resources to help them improve their relationships with key stakeholders.

### **Using Discovery Leadership as part of a wider programme**

Used in conjunction with our proven Line Manager, Middle Manager and Senior Manager Development programs Discovery Leadership can be tailored to meet the specific needs of your business.

## Example solutions:

- Planning for continuous leadership development: Insights Transformational Leadership is a great way to monitor leadership strengths and challenges over time and create a practical, focused development plan.
- Influencing key stakeholders: Insights Workshops are a personalised, practical and fun way to help leaders understand their preferred style and modify their approach to form more effective relationships.
- Executive and Leadership Development Centres: the Insights Discovery Personal Profile can be used to uncover a path to meet objectives and to overcome the blind spots that can derail leadership excellence.

## Workshop overview

In order to provide the maximum benefit we would tailor a set of modules to meet the needs of your culture, performance criteria and objectives. As a starting point we would recommend the following elements:

- Leadership evaluation
- Using the Profile and the Management Chapter for maximum benefit
- Traits of great leaders
- How the colour energies contribute to leadership performance
- Strengths of leadership across the energies
- Analysis of leadership behaviours
- Leading others through adaption
- Modification planning
- Leadership under pressure
- Leadership on a good day
- Leadership on a bad day
- Impact of missing colour energy traits to leadership performance
- Role models in leadership
- Blending leadership styles and how they manifest in you
- Results lead
- Visionary
- Relationship
- Centered
- Style goal setting with gap analysis
- Forcefield analysis
- Leadership legacy planning
- Team analysis
- Motivation across the energies for your team
- Your motivators
- Action planning
- Personal development plan