



SafeCulture Performance Leadership™

- Develop emotionally intelligent leaders
- Engage a values-driven culture
- Achieve commercial goals

SafeCulture Performance Leadership™ Program

- is the result of a collaboration between SME's and leadership development professionals. It has been refined through several years of practical work-based application combined with decades of well-proven theory. (Authors, and facilitator resumes available upon request.)
- develops the skills, tools, and behavioural techniques that provide real value to the workplace objectives and practical benefits in terms of personal development, physical and mental well-being.
- is transferrable across all leadership job roles and SME sectors. By design, the program is developed to teach leadership as a behaviour, coupled with practical skills and techniques suitable to any work environment.
- creates leaders capable and motivated to mentor teams and individuals across a wide range of backgrounds. It equips leaders to align the skills and behaviours of those they lead with business objectives, while adhering to core values.
- includes opportunities for shared facilitation with your existing leadership team. The program can be optimised to help establish or enhance any sector or values-driven culture.

SafeCulture Performance Leadership™ Program developing great leaders...

- Talented people committed to and capable of developing
 - Their personal leadership maturity. i.e. (competence + motivation)
 - Their team's maturity
- Talented people committed to and capable of making improved contributions to
 - Commercial and personal goals
 - Values-driven culture
- Improved leadership talent pool
- Developing organisational competitive advantage
- Leaders who mentor/coach, as well as manage
- Every team member as an active leadership participant in the business, not an onlooker
- Information for succession planning and personal development
- A safe, improving work environment and culture
- Improved cross-departmental teamwork and maturity
- Enhanced employer brand and advocacy
- Improved talent acquisition and retention

SafeCulture Performance Leadership™ Program

developing great leaders...

Course Content:

Pre-implementation survey

Module 1 Self-awareness in Leadership

Topic 1- Personality types (Myers-Briggs PTI)

Topic 2- Situational Leadership-flexibility, diagnosis, contracting

Topic 3- Transformational Leadership-through five levels

Topic 4- Visible Leadership and Situational Safety Awareness

Module 2 Continuous Performance Development

Topic 1- Introducing continuous performance development

Topic 2- Coaching to improve skills and behaviours

Topic 3- Mentoring personal development and change

Topic 4- Safe and motivational delegation skills

Module 3 Communicating with Emotional Intelligence

Topic 1- Advanced communication skills

Topic 2- Effective feedback contracts

Topic 3- Minimising and dealing with conflict

Topic 4- Success dealing with toxic people

Module 4 Persuading and Influencing

Topic 1- Hi-impact presentation skills in various situations

Topic 2- Structure, content and delivery

Topic 3- Team talk analysis

Topic 4- Team problem solving techniques

Module 5 Bringing it all together

Topic 1- Review program

Topic 2- Further actions

Topic 3- Personal development planning

Post-implementation survey



The SafeCulture Performance Leadership™ Program

includes:

- Series of five modules (Optimal one-two day modules).
- Facilitated on-line and face to face workshop format (Optimum 9-12 participants).
- Modification to allow shared facilitation and ultimately self-facilitated
- Continuous 1-to-1 facilitated performance development
- Allows for self-coached 1-to-1 performance development
- Self-paced on-line learning resources
- Shared real-life examples, experiences, and case studies
- Practical exercises to improve engagement and retention
- Facilitator guides
- Participant workbooks

“Tim is a dedicated professional who brought ideas, experience and knowledge to the table during the development of a leadership development package for my group. He worked closely with myself and my team to tailor-make a Leadership Program which has been very well received by my team. He is a pleasure to work with and has a genuine desire to see the successful outcome of the training and the improvements in the group”