

The ELEFSIS Leadership Portfolio allows you to select the most appropriate projects for your organisation in the delivery pattern of your choice.

The ELEFSIS Leadership Portfolio comprises three levels:

The Personal Portfolio

Focussing on the maximising the potential of individual leaders
Supported by individual coaching by experiences executive coaches

The Team Portfolio

Focussing on maximising the potential of the team or section
Supported by team coaching where a complete team or section attends

The Organisation Portfolio

Focussing on maximising the potential of the division or organisation
Supported by expert advice if requested

The ELEFSIS Leadership Portfolio can be delivered in different ways to meet your needs, for example:

- **Intensive blocks** supported by coaching in between attendance
- **One-day seminars** supported by coaching in between attendance
- **Breakfast or lunch meetings** supported by coaching in between

Based on our extensive experience in leadership development in both the commercial and public sectors we have found that organisations experience the most profound change to leadership behaviour from an program combining personal, team and organisational development.

A: Personal Portfolio

Leaders must look after themselves first.

A ship and its crew will not survive stormy seas without a fit and healthy skipper.

<p>Project 1 – Overview</p>	<p><i>Explore characteristics of management</i> <i>Explore characteristics and models of leadership</i> <i>Understand your personal leadership style</i> <i>Plan your personal leadership approach</i> <i>Understand skills to be a leader that others follow</i> <i>Change expectations through mental modeling</i> <i>Understand systemic leadership</i> Meet your personal executive coach</p>
<p>Project 2 – Leader</p>	<p><i>Understand your own behaviour preferences</i> <i>Enhance your strengths, deal with weaknesses</i> <i>Understand your preferred styles of listening, taking in information and communication</i> <i>Explore the emphasis that you place on people/task; process/outcomes; risk/stability energy/conservation; trust /control; control/working with the environment.</i></p>
<p>Project 3 - Control</p>	<p><i>Understand what you can control and what you cannot control in the workplace</i> <i>Develop your locus of control</i> <i>Enhance your tolerance of ambiguity</i> <i>Practice the concept of giving power away</i> <i>Developing resilience – the work of Martin Seligman</i> <i>Managing personal stress</i></p>
<p>Project 4 – Power</p>	<p><i>Explore the bases of power</i> <i>Develop influencing skills</i> <i>Understand intrinsic and extrinsic motivation</i> <i>Explore the power of intrinsic motivation</i> <i>Develop continuous learning for leaders – the art of reflective practice</i></p>
<p>Project 5 - Multiple IQ</p>	<p><i>Appreciate your many intelligences</i> <i>Understand the principles of Emotional Intelligence (EQ)</i> <i>Maximise your intelligence potential</i> <i>Work with EQ to support creative thinking</i> <i>Understand models of decision making</i> <i>Turn challenges into opportunities</i></p>

B: Team Portfolio

Leading and managing your people is key to organisational success

The best football team is only as good as its weakest link. It must pull together to win!

Project 1 – The Team

*Explore team roles and team behaviour
Apply a team health check instrument
Understand the use of synergy as opposed to competition and rivalry
Explore attitudes to work: service/achievement; work and life seen as an adventure/ work as carefully planned
Meet your team coach (for complete teams attending)*

Project 2 - Conflict

*Understand the principles of managing personal conflict
Experience how to handle conflict differently
Explore sources of conflict
Appreciate culturally different approaches to conflict
Develop alternative responses to conflict
Understand acceptable and unacceptable behaviour in the workplace*

Project 3 – Critical Comms

*Explore different communication styles
Using specific channels of communication to get your message across successfully
The secrets of influential communication
Specialised communication and change management
The communication styles of successful leaders
Communication for leaders and managers*

Project 4 – Negotiations

*The strategy of negotiation
Mastering the secrets of good negotiators
Use techniques to break a deadlock
Getting beyond no
Getting to win-win
The Principles of negotiation under stress
Achieving sustainable outcomes*

Project 5 - Coaching

*Understand the principles of coaching
Plan a coaching session
Coach others to complete a personal development plan
Learn to give constructive positive and negative feedback
Develop staff –using an ongoing process of involvement
Sustaining the improvement*

C: Organisation Portfolio

For sustainable organisational development and change we need to consider the whole system; how everything interacts, not just the individual parts.

An elite sailing team is a unit however it cannot win without a yacht of the latest design.

Project 1 – Learning O

*Apply a re-framing tool to help structure problem situations and challenges in the workplace
Understand different styles of learning and understanding; explore individual, group and organisational learning styles and cultures
Develop systemic ways for your organisation can learn more effectively*

Project 2 – Creative O

*Apply design techniques for stimulating creativity in organisations
Use individual and group divergent thinking tools
Understand how to expand the solution/problem space in your organisation
Learn how to foster, support and harness creative thinking*

Project 3 - Environment

*Work in the political arena
Effective strategies in dealing with Ministers
Thriving in chaotic environments
Managing your boss
Thinking beyond the benchmark
Using bureaucracy and red tape to personal advantage
Managing your environment*

Project 4 – Change

*Explore the mechanisms, application and benefits of organisational alignment
Work with mission and values as powerful tools for organisational alignment
Understand the dynamics., benefits and pitfalls of organisational intervention
Develop a multi-directional management strategy*

Project 5 – Systems

*Explore the power of systems thinking
Use the VOICES process to develop a systemic program for organisational change
Align change with BAU
Develop a program to communicate change
Monitor and adjust change programs in response to environmental impacts*