

Catapult Leadership

Unleashing Leadership



WHAT IS THE CATAPULT LEADERSHIP PROGRAMME?

Catapult Leadership is a residential leadership programme. Participants discover their leadership potential and are equipped with practical and tested leadership tools and resources. The programme generates immediate and lasting benefits for participants, those they lead, and their organisation. *Catapult Leadership* is held at Brackenridge Lodge in Martinborough. To embed learning back in the workplace the programme includes one-on-one follow-up coaching.

WHO IS IT FOR?

Current and future leaders wanting insight into the nature of leadership and practical proven leadership tools.

WHY CHOOSE THE CATAPULT LEADERSHIP PROGRAMME?

Leadership Wisdom + Practical Tools = Breakthrough Results

Catapult Leadership equips participants with a unique combination of leadership wisdom and practical tools. Participants gain transformational insights into themselves and the nature of leadership and are equipped with practical leadership tools that make a real and lasting difference back at work.

Proven Track Record

Catapult Leadership was established in 2003 and is the leadership programme of choice for many New Zealand organisations. With over 1,500 graduates, the programme has a reputation for being intellectually stimulating, intensely practical, and highly enjoyable. Participants come from a diverse range of organisations and sectors, which adds to the richness of the programme.

New Zealand Context and Case Studies

Catapult Leadership is made in New Zealand for New Zealand leaders. The case studies and examples used are based on the work Catapult has undertaken with thousands of New Zealand leaders and hundreds of organisations over the last 20 years. This use of local examples and case studies means participants are better able to relate to and apply the content to their own situation.

World-Class Programme Leaders

The programme leaders are experienced leaders having held senior leadership positions in New Zealand and offshore. Participant evaluations consistently rate the programme leaders as outstanding in their ability to communicate programme content in a fresh and engaging way.

WHAT WILL I GET?

By the end of *Catapult Leadership*, you will:

- Understand what leadership is and what's expected of leaders
- Have identified what is at the source of effective and powerful leadership
- Have far greater self-awareness, self-confidence and leadership wisdom
- Understand your primary leadership style and how to adapt your style to be more effective
- Know how to create and embed values and purpose for your group
- Know how to create and embed a powerful and compelling vision and goals for your group
- Understand the human experience during change and how to adapt change approaches
- Know what is required to create a high-performing team
- Know how to apply influencing psychology and strategies
- Understand and have practised the fundamentals of coaching
- Know how to inspire and motivate your people
- Have a leadership development plan for implementing learning back at work

WHAT DOES CATAPULT LEADERSHIP TAKE?

The programme starts before the residential component with LeaderScope 360-degree feedback (optional), a leadership styles assessment and other activities ensuring you enter ready for an accelerated learning experience. The programme continues after the residential component with one-on-one leadership coaching. Getting full value from the programme requires an enquiring mind, a willingness to participate, and a commitment to implement learning back in your workplace.

WHAT PARTICIPANTS SAY

The following is typical of what graduates say:

"You'll be a better leader and have your eyes opened. We need more of this!" Mathew Ellen, Process Manager, Ravensdown Fertiliser

"The course has reignited my enthusiasm and armed me with practical/theoretical tools. Go for it, you won't look back." Gavin Cavanagh, Global Hydraulics Ltd.

"This is the best leadership course you will ever attend bar none." Murray Keast, New Plymouth District Council

"Extremely valuable." Kel Sanderson, Managing Director, BERL Economics

"Relevant and practical with real world applications." Grant Bennett, Sales and Marketing Manager, Pacific Helmets

"You will learn that leadership is available to everyone. The programme gives you the tools and action plan to achieve it." Tania Ott, Ministry of Justice

"Great course, you really want to be a better leader." Wayne Verhoeven, Chief Financial Officer, NZ On Air

"Consistently full of valuable information. Excellent at giving you tools to be a leader." Tony Devanney, District Operations Manager, St John

WHAT ORGANISATIONS SAY

Here's what organisational leaders say when asked why their organisation has chosen Catapult Leadership to develop their people:

"What impresses us most is the action orientation people return with. They see opportunities to improve how we work and make them happen. We are seeing the benefits of a shared leadership language and individuals having a wider range of skills and mental models to draw on. We recommend Catapult Leadership to organisations wanting to build their leadership capability."

Sarah Heal, Director, Information Leadership

"Catapult Leadership programmes give us the ability to develop leaders as and when we need, knowing they will get consistently excellent leadership content and tools." Kolya Eccleston, HR Manager, OMV

"I would recommend it to CEO and GMs for their organisation's leadership development. We have seen real improvements and excellent results." Terry Stack, General Manager, NZ Oil

VIDEO TESTIMONIALS

To see and hear more testimonials, visit our website:

catapult.co.nz/developing-leaders/catapult-leadership-programme/

PROFOUND AND LASTING IMPACT

Impact evaluation results from *Catapult Leadership* 2009–2019 programmes



*numbers reflect % of proportion of participants who agree or strongly agree with survey questions



The Venue

BRACKENRIDGE LODGE IN MARTINBOROUGH

Just over an hour from Wellington, Brackenridge Lodge is situated in the heart of Wairarapa's beautiful wine country. Set in idyllic country surroundings, the conference and accommodation facilities are among the best and most comfortable in New Zealand.

Session Outline

TUESDAY EVENING (6.30–8.30PM)

This introductory session allows you to meet other participants over dinner and drinks, gain an overview of the programme, and engage in the first leadership module.

WEDNESDAY (8AM–5.30PM; DINNER AT 7PM)

LEADING SELF

What is Leadership?

This session looks at the difference between leadership and management, dispels leadership myths, and identifies how to incorporate more leadership into your everyday actions and interactions. We also explore the contagious nature of leadership – how a leader's mindset and mood shapes the actions they take and the results they produce.

Your Leadership Backbone

There is no one best type of leader. What's important is leading in a way that is real and authentic for you. This requires clarity about what you believe in and what you want to achieve in your leadership. In this session, you will clarify your personal values, identify your leadership purpose, and create an inspiring leadership vision for yourself. We explore the hidden nature of self-imposed limitations on leadership potential.

Leadership Styles

Leaders need to be adaptable and employ different leadership styles depending on the situation. Using the DISC behavioural styles framework, you will explore the pros and cons of different leadership styles and when they are most appropriate to use. Your comprehensive DISC report will reveal your primary leadership style and its associated strengths and pitfalls. Equipped with these insights, you will be better able to adapt your style to the situation at hand and the people you are working with.

THURSDAY (8AM–5.30PM; DINNER AT 7PM)

STRATEGIC LEADERSHIP

Creating Shared Purpose and Values

Leaders often have to make tough decisions in busy and turbulent environments. Clarity of your organisation's purpose and values are navigational touchstones helping you to determine the best course of action. You will learn how to develop purpose and values and how to make the most of these often underutilised organisational and leadership assets.

Creating Vision and Goals

Leaders are forward looking – scanning the horizon, setting direction and guiding the thinking about how to reach a new future. We explore how to create a vision and bold goals. Just as importantly, we look at how to align people to the vision and bold goals, how to keep them alive, and how use them to guide strategic decision making.

Leading Change

Change often fails because people feel change is being done to them, rather than with them. Drawing on Catapult's extensive change experience working with organisations such as Fire and Emergency NZ and Toyota NZ, participants explore the four phases of change and learn strategies and tactics for leading people successfully through each change phase.

Creating a High-Performance Team

Leaders build high-performance teams. In this session you will discover the key elements that make a high-performing team and, using a diagnostic tool, you will assess how your team is currently performing against each element. You will gain practical tools and strategies for enhancing your team's performance.

FRIDAY (8AM–4PM)

LEADING OTHERS

Influencing

Being an effective influencer is a vital leadership skill. You will explore the psychology of influencing and learn three strategies

and ten tactics for being an effective influencer in your day-to-day leadership. You will also be provided with an influencing planning template for influencing a major challenge or project.

Coaching: Growing People

Leaders bring out the best in those around them. Being able to coach people to higher levels of performance is key. We reveal the key skills to successful coaching and provide you with a powerful coaching model. You will practise putting the skills into action.

Delegating

To free up time to lead and to grow the capability of others, leaders need to be effective delegators. You will learn and apply a simple process for delegating that results in clarity and confidence, both for you and the person you are delegating to.

Leadership Development Plan

In this session you will create a plan for applying learning back at work and for your ongoing leadership development.

REFRESH COACHING

To embed learning after the programme we provide the following:

Coaching

Included in the standard price of the programme is an online one-on-one coaching session with the programme leader (up to 45 minutes).

Refresh Emails

You will receive a series of Catapult Refresh emails in the three months following the programme. Each email refreshes a core part of the programme content.

INVESTMENT

STANDARD PROGRAMME: Three-day programme including one Catapult Refresh follow-up coaching session: \$6,050

ENHANCED PROGRAMME: Programme including Catapult Refresh coaching session and three one-on-one coaching sessions with a Catapult coach: \$7,100

OPTIMISED PROGRAMME: Programme including Catapult Refresh coaching session and six one-on-one coaching sessions with a Catapult coach: \$8,180

CATAPULT LEADERSCOPE 360 FEEDBACK OPTION: 360-degree feedback is a proven way of raising awareness of leadership strengths and development needs. Catapult LeaderScope 360 feedback can be added to any of the programme options for an additional \$950. This fee includes administration of the 360 feedback and a one-on-one telephone debrief of your results by a Catapult coach.

All costs are exclusive of GST and include tuition, transport to and from the venue from Wellington's CBD, accommodation, meals, and a comprehensive leadership manual.

Programme Leaders

Your programme will be led by one of Catapult's highly experienced leadership consultants. All Catapult consultants have facilitated leadership programmes for many of New Zealand's leading organisations. They bring this experience and their own leadership wisdom to the programme and deliver content in a fresh and engaging way.

How to Book

View dates and book online by going to our website
catapult.co.nz/developing-leaders/catapult-leadership-programme/

Enquiries

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Email enquiries@catapult.co.nz

Leadership Development & Organisational Performance.

Catapult

