

High Performance Leadership Program Overview



What you'll get

Personal skills as well as insights that will help you become a stronger, more compelling and authentic leader.

Outcomes

Create alignment and accountability among senior leaders about what high performance looks like for the organization.

Grow senior leaders' skills in shaping a culture where their people can contribute at a higher level.

Who it's for

Senior leaders and leadership teams.

Time commitment

Leader: 2.5 hours per month.

Executive: 15 minutes per month.

Duration

12 months.



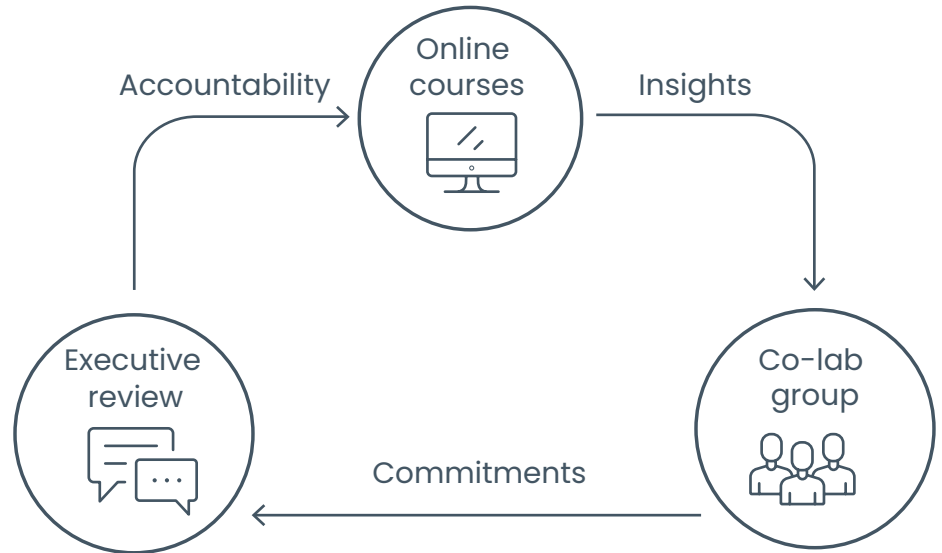


“We’re constantly improving because our people are seeing everything from a different perspective. On top of that, we’ve got a common language where everybody can speak about these concepts, and everybody else understands.”

– Gary Gordon,
Managing Director



How it works



The content is just the starting point: the value is in the discussion, the commitments, and the accountability that you get from each other and your facilitator in the recurring co-lab sessions.

Online learning *(20 to 30 minutes)*

Leaders start by doing a self-paced short course made up of conversational videos with a workbook. They reflect on the exercises, then apply their learning in their own leadership, their leadership of their own team and their contribution to the leadership team.

Co-lab group *(120 minutes)*

Leaders meet with 5 to 7 colleagues and our trained facilitator to share insights, provide support and challenge each other. They discuss and make commitments on how the leadership team can work together to inspire and enable the whole organization to make a bigger contribution.

Executive review *(15 minutes)*

The facilitator meets with the executive sponsor to share insights and commitments, creating great alignment and high accountability.

The power of this program is that it works at different levels, from the individual contribution of each leader through to how the leadership team works together to inspire the whole organization to excel.

What's covered



Leadership Mindset

Deliberately and purposefully develop your capability as a leader. Explore how we can develop a leadership mindset while still performing in our management/functional roles.



What Really Works

Understand the big four primary and four secondary management practices of the most successful organizations. Get insight into the few things that really work, assess your business against the best and learn how you can improve your business performance.



Transform Your Team

How to overcome the five dysfunctions of a team as identified by Patrick Lencioni and focus on how we build a high performing team. Includes a Team Assessment.



High Performance Culture – Safety and energy

Learn the aspects of culture that managers can influence, and see how your practices can shape a safe, positive, performance-focused culture where people are engaged and enthusiastic.



High Performance Culture – Dealing with poor performers

A deep dive into the hard aspects of performance – dealing with underperformers. We focus on the perennial problem of the high achiever with poor people skills.



High Performance Culture – High performance

Lean into what high performance looks like, drawing on lessons from some of the most successful teams of all time, and companies that have sustained themselves at the top of their industry.

“Shape a safe, positive, performance-focused culture where people are engaged and enthusiastic.”



High Performance Culture – Patient Urgency

Learn how to create intensity of effort without compromising the safety and wellbeing of your people or the quality of their work.



Next Level Leadership

Explore the six keys to great leadership that challenge you to go first.



Great Teams

Focus on the three dimensions of a high performance culture – teamwork, continuous learning and clear communication.



Purpose and Values

We look at personal and professional integrity in business.



Creating a Contribution Culture

We use the idea of contribution as an organizing concept for a high performance culture, extending from inside to beyond the organization.



Mastery

Mastery is based in the belief that we can always do better – and should strive to do so..

“By investing in our leadership capability, we’re investing in all our people. Our objective is to reach a critical mass of leaders so that we start to build a shared language and way of leading.

– Cathy Gamlen, Chief People Officer



Get to know us

The Breakthrough Co helps you create a more human workplace through management training that sticks.

We deliver our programs through a network of Breakthrough-certified partners.

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Get in touch

Management training that sticks.