



# LeadAbility

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DEVELOPING THE LEADERS OF TOMORROW



A bit about LiveUnbound

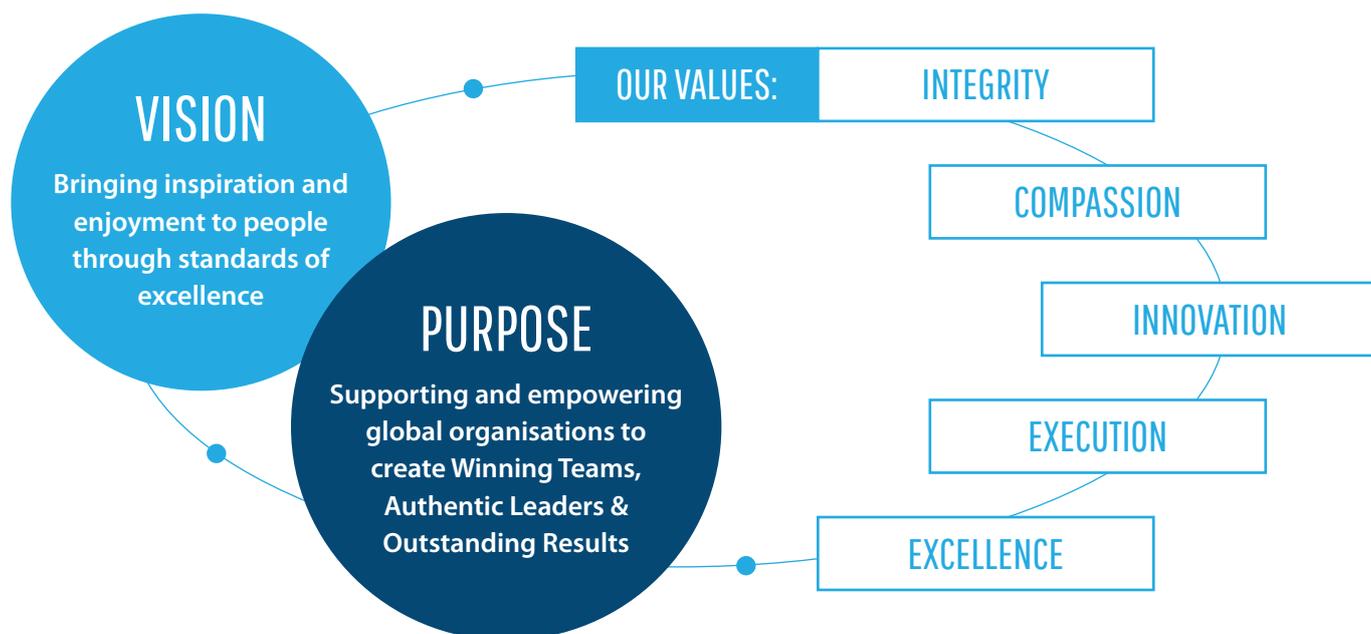
# LiveUnbound IS A LEADERSHIP, PERFORMANCE & TEAM DEVELOPMENT CONSULTANCY



**Our Belief** is that each and every person and team has incredible untapped potential.

**Our Purpose** is to help and empower global organisations to unleash this potential, creating Winning Teams, Authentic Leaders & Outstanding Results - expanding their impact for themselves, their organisations and the world.

And we do everything through a Partnership centred on **Our Core Values** of Integrity, Compassion, Innovation, Execution and Excellence.



**OUR CORE VALUES:** INTEGRITY | COMPASSION | INNOVATION | EXECUTION | EXCELLENCE

# LEADABILITY PROGRAMME OVERVIEW

Many Senior Leaders achieve senior roles without the skills required to lead effectively and grow the next line of leaders.

**LeadAbility** is a dynamic and impactful learning and development experience for high potential managers identified by their organisations to become future senior leaders. These managers are most often middle management.

In this transformational programme, run over a series of three (3) modules, we look at preparing leaders to take on new responsibilities of 'high performance' and high commitment authentic leadership. Programme can be delivered over 3, 6 or 12 months representing a red, blue, or black belt. Minimum 4 participants and maximum 15.

The Leadership Development Program (**LeadAbility**) is for high potential mid to senior level managers identified by their organisations to become future senior leaders.

**MIDDLE MANAGERS:** have one of the toughest jobs in the organisation. Dealing with a multitude of responsibilities. They are responsible for strategic implementation within the business. They are seen as the critical link between senior management and the operational teams for increasing performance and achieving results. They have to turn strategic goals into reality.

**Great managers are accountable for themselves, their team and business results.**

## Prepare... Immerse... Apply...

**LeadAbility** is an in-depth process that builds the skills, knowledge and confidence leaders need to succeed. In order to receive the most from this program leaders should:

### PREPARE:

**Assessment, material & pre learning.**

- Pre Programme assessments give a detailed picture of leadership skills, behaviors and preferences. Identify and clarify development needs. Establish a foundation for significant personal and professional growth.
- HBR articles for review and reflection.
- Empowerment videos and material.

### IMMERSE:

**For six days, participants are immersed in their personal data, experiential activities and skill-building exercises.**

Led by highly qualified faculty, **LeadAbility** is a safe - but challenging - environment for learning, practice, reflection and goal setting.

This includes; experiential activities and hands-on exercises, one-to-one coaching and peer learning groups to provide feedback, insight, suggestions and support.

### APPLY:

**When the LeadAbility programme experience ends, participants can apply and sustain their learning by using the following ongoing support:**

- Purpose to impact planning.
- Two 45-minute phone coaching sessions with a certified coach.
- Optional, fee-based learning and support.

# 6 MONTH LEADABILITY PROGRAMME

Tailored to your organisation's needs and context



Global experts, local delivery



Experiential Learning



Scientific and analytical rigour



Design thinking



Context specific



Impact & Team focused

## Stage 1

# LEADING SELF

Enhancing Personal Leadership Skills & Attributes

2 Days

### Stage 1 Content:

- What are you doing with your time?
- Defining your Leadership Brand
- Leading from Purpose
- Leading with Emotional and Social Intelligence
- Insights Discovery Character Profiling
- Developing leadership through 360 feedback
- Understanding feedback
- Defining your Signature Strengths and Using them in your Leadership Brand
- Mapping a Personal Development Journey and Developing Future Aspirational Goals
- Power of Habit and Creating New Positive Habits
- Stress Management
- Handling Conflict and Negotiations
- Networking and Influencing Outcomes
- Personal Case Studies of Organisation Experiences
- Working with and Learning from Peers through Current and Relevant Case Analysis

## Stage 2

# LEADING OTHERS

Entrenching High Performance Leadership

2 Days

### Stage 2 Content:

- TeamAbility
- Establishing and leading high performing teams
- Situational Leadership (Skill/ Will)
- Delegation
- Leading Different Personalities
- Developing Others through Coaching
- Mentoring and Coaching
- Developing Leadership in Others Through Feedback
- Define Authentic Leadership and Understand its Impact on Organisational Performance
- Learn the Inspirational Qualities of Leadership
- Ethics as a Core Mindset
- Building Leadership Capacity Through Mentoring and Accountability
- Developing Leadership in Others
- Motivation and Employee High Performance
- Performance Management
- Active Listening
- Working with and Learning from Peers through Current and Relevant Case Analysis

## Stage 3

# LEADING THE BUSINESS

Applied Strategy & Organisational Development

2 Days

### Stage 3 Content:

- Understanding the Importance of Strategy, Vision, Mission, Values and Strategic Building Steps
- SWOT Analysis
- McKinsey 7S
- Application of SWOT and McKinsey 7S to a real Business Problem
- Using Strategic Tools, Frameworks and Mindsets to Create Sustainable Growth
- Force field analysis
- Stakeholder analysis
- Solution Brainstorming
- Leading and Managing Strategic Execution and High Performance, High Commitment
- Developing Skills to Build Employee Engagement and Work Within a Values Driven Culture
- Individual and team projects
- Working with and Learning from Peers through Current and Relevant Case Analysis
- Project Presentation preparations, learnings, feedback and actionplan

An intensive, interactive, and outcomes focused learning experience aimed to develop high potential leaders who will drive the future of their organisations.

## Learning Outcomes:

As a result of attending this programme, participants should be able to:

- Articulate a clear understanding of an organisation and its relationship to strategy, purpose and the global environment
- Define and explore what it means and what it takes to be a leader in a values-driven organisation
- Develop competent self leadership and discipline
- Explain the purpose and application of strategic thinking
- Identify the key leadership and management skills required to successfully implement and execute organisational strategy
- Analyse their current leadership style and apply new learning to impact others and improve organisational performance
- Identify the key elements of successful change and to lead and manage resistance to change in an organisation
- Identify the key elements of high performance teams and to manage and lead team transitions
- Understand the principles of ethical leadership and apply them
- Take personal ownership for the accountability of results
- Apply cognitive, emotional and social intelligence skills to the role of leadership
- Have an understanding of the importance of managing stress in yourself
- Communicate effectively and convincingly to all levels in their organisations
- Implement appropriate communication, conflict management, and influencing skills to build relationships and achieve effective results
- Competency in effective coaching and mentoring

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## Methodology:

Sessions will be conducted with a range of facilitation styles including:

- Facilitated sessions
- Group discussions
- Case analysis
- Guided discussions
- Syndicate work
- Personal reflection

# WHAT ARE THE CHALLENGES FOR LEADERS?

## 1 Getting the top and the bottom of the hierarchy to work together

Leaders effectively manage people and processes up and down the organisation.

## 2 Collaborating across the organisation

Leaders think and act across organisational functions and silos – and help others to do the same.

## 3 Mastering greater complexity

Leaders handle uncertainty, solve multi-dimensional problems and deal with interconnected systems.

## 4 Tackling big priorities on all fronts

Leaders seek success in demanding jobs and in roles outside of work.

# How does your organisation measure up?

A WELL-DESIGNED LEADERSHIP FRAMEWORK FOSTERS ONE UNIFIED LANGUAGE OF LEADERSHIP THAT IS ALIGNED TO AN ORGANISATION'S BUSINESS STRATEGY.

Organisations that have a leadership framework reap sizeable benefits:

**20x**

Better at employee retention

**8x**

Better at creating a performance based culture

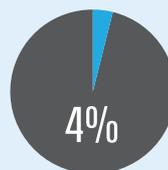
**12x**

Better at executing change and growth

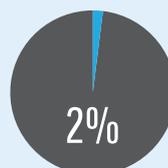
**8x**

Better at building talent bench strength

Yet, few companies are taking the right approach!



Percentage of executives surveyed who rated their organisation's leadership development as 'very effective'



Even fewer executives think that the succession management is what it should be

Organisations high in Leadership Maturity:

Have **37%** more revenue per employee

Are **5x** more likely to anticipate change

Are **10x** more likely to be good at identifying and developing leaders

Deloitte research sources: The Leadership Premium: How companies win the confidence of investors (2012); Talent 2020 (2011-12); Leadership Development Factbook 2012; High-Impact Leadership. Bersin by Deloitte (2016)

# CSR – GIVING BACK

We are passionate about giving back to community. We are committed to doing a unique high impact workshop visit to a school or an underage team of the client's choice for any corporate programmes of 6 months or over. Essentially if a client chooses to embrace a development programme of 6 months or longer to create sustained positive impact - we, at **LiveUnbound** will do some empowering work with a young group of the client's choice.



**Wouldn't it be great to have a way of 'Giving Back' to a community, while also getting the return on your investment in furthering your performance?**

Well, we believe our programmes do exactly this, and it allows our clients to meet the dual purpose of Corporate Social Responsibility (CSR) needs while also developing their employees skills.

## What past participants say:

**ROBYN HYNDLE**  
UK CEO

“Using the TeamAbility process, the change after only two days has been dramatic. In a tough market at a tough time this is delivering us a real commercial advantage.”

**DEREK DALTON**  
Operations Aramex Ireland

“Stephen is an inspirational leader, an enlightening facilitator and an exceptional strategic thinker. I worked with Stephen on a one-to-one basis which I found profoundly impactful for my career and personal life. I would highly recommend Stephen for anybody interested in going from good to great or anyone looking to get back on the horse!”

“Stephen as lead coach and the rest of the team at LiveUnbound have been a great support for the staff consultative forum group. We started off as a group of people thrown together. After just two sessions we held a clear focus, a set of values and a collective purpose to guide us as a team in the direction we set out to achieve. We are functioning as a stronger group to allow staff voices to be heard by the organisation. Stephen has been available to each of us between sessions. He has a great way of gaining the best out of who he is working with. The impact of his input has been seen within the forum as well as, for me, in other aspects of my professional and personal life and I would highly recommend Stephen and LiveUnbound Limited for any group of people looking to achieve something. I can attest to Stephen's capacity and skills to assimilate the unique contexts individuals, teams and organisations are in and use that understanding to affect real and impactful change.”

**CHARLIE MACK**  
CEO; Extern Team  
Development & Culture  
Change project

It starts with

YOU



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