

higher ground

group leadership coaching

FOSTER YOUR BEST TALENT

Many organisations would prefer to build a strong internal talent pipeline and promote from within. However, they are often concerned as to whether their functional managers are ready to take the next step. These managers need more development as well-rounded business leaders before taking on more senior roles.

For the managers themselves, many feel like they've hit a "functional ceiling". They are potentially not totally engaged, not growing and they feel like their career development has hit a dead end. When this is the case, they are far more likely to take that call from a recruiter or even worse, adopt a "quit-and-stay" mentality.

You and your organisation can only do so much to keep, develop and engage them.

"If you want to go quickly go alone, if you want to go far, go together"

African Proverb

TAKE THEM TO HIGHER GROUND

Higher Ground: Group Leadership Coaching brings together the collective wisdom of talented leaders from a whole variety of industries and organisations. It's a public programme designed to give some of your best talent the opportunity to refine and define their leadership capabilities to be ready for more senior positions.

Led by Founder and Managing Director of **the human enterprise**, Paul Mitchell, the programme is designed to:

- Broaden their horizons
- Deepen their impact
- Enrich their lives

Your leaders will experience new ideas, structures, and processes to help them constantly develop their leadership abilities at work, at home and in their community. Taking them into a whole new orbit.

Along with Head Coach Paul Mitchell, the programme includes a number of guest speakers including other consulting partners from **the human enterprise**, CEOs and topic experts in entrepreneurship, strategy, family and relationships, resilience and belonging.

On top of the expert guidance available, the cohort will also be learning from each other and gaining internal stakeholder feedback along the way.

WHAT'S COVERED

THERE IS MASSIVE MOMENTUM AND COLLECTIVE WISDOM TO GAIN FROM HANGING AROUND PEOPLE FROM DIFFERENT BACKGROUNDS, DIFFERENT ORGANISATIONS AND DIFFERENT INDUSTRIES.

ALL WITH THE SAME ASPIRATION TO CONSISTENTLY REFINE HOW THEY LEAD.

Rather than just focussing on one aspect of leadership, our focus is on the whole person.

*We cannot split off the person from the leader. The leader and the person are one.
We lead by virtue of who we are.*

Kevin Cashman - Global Co-Leader, CEO & Enterprise Leader Development at Korn Ferry

Together we will be sharing experiences and expertise, along with other group members, under **the human enterprise's** 7 Facets of Leadership, the L7 Model. We call it "Your Leadership Diamond". Whereas some leadership development programmes are focussed on personal development and others slanted towards business, Your Leadership Diamond combines both in a unique way. This whole person emphasis is energising, engaging and effective.

While the specific content will be finalised based on the participants needs, leaders can expect to be covering topics such us:

- **The Evolving Role of the Leader** - Where do you need to focus? Getting clear on your personal WHY.
- **The Energised Leader** - How to never run out of fuel and find the resilience within.
- **Your Striving Instincts** - What does it mean to be "in stride" and its impact on your contribution and meaning in your workplace.
- **Your Leadership Shadow** - How your dark side is your greatest asset.
- **Time Management** - How to manage your time for optimum productivity and sanity.
- **Managing Your Career** - The 5 key members of your career community essentials for your growth (BlessingWhite).
- **Fine Tuning Delegation Skills** - The ultimate freedom and empowerment.
- **Crediting** - The most powerful force for good.
- **High Performance Teamwork** - A variety of structures/exercises and sessions you can do with your team to raise total team performance.
- **Belonging** - What you must do in every corner of your organisation to maximise psychological safety, contribution, diversity and inclusion.
- **Understanding Stakeholder Feedback** - How capturing it and addressing it is vital for your development (Stakeholder Centred Coaching - Marshall Goldsmith).
- **Creating Partnership Across Boundaries** - How to foster collaboration at every level for boundless innovation and creativity (Power & Systems).
- **The Organisational Lifecycle** - Recognising the different stages of The Organisational Lifecycles and why it's imperative to know where your organisation sits (Adizes Institute).
- **Strategy into Action** - Beyond the PowerPoint deck, creating real momentum at every level of the organisation
- **Leading Family & Friends** - How leadership doesn't stop at home and how to foster mutual trust and respect beyond the workplace.
- **For Purpose Organisations** - Beyond your business and family, how to best contribute to our world.
- **Leaving a Legacy** - What's your mark beyond the numbers that you'd love to leave in your organisation?

HOW WE'LL WORK TOGETHER

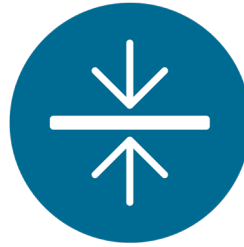
WHAT HAPPENS	WHAT THIS MEANS FOR YOU
<p>10 x Half-Day Group Coaching Sessions with Paul Mitchell and other guest speakers, spread out over 12 months (Delivered Virtually).</p>	<p>Spaced learning allows ample time for consolidation and transference of ideas back to work. Best practice ideas are shared from other industries leading to breakthroughs and new possibilities.</p>
<p>Kolbe A Index (Instinctive Strengths) & One-on-One Debrief – Completed at commencement with Paul Mitchell.</p>	<p>More than anything when leaders work in line with their instinctive strengths, their results are astonishing.</p>
<p>One-on-One Coaching Session – A coaching session with Head Coach Paul Mitchell scheduled midway through the programme.</p>	<p>Gain clarity on how to leverage your strengths and how to approach your development areas.</p>
<p>2 x Leadership Growth Profile Reviews – Reviews on two key leadership behaviours from up to 6 internal stakeholders' perspectives. Implemented twice throughout the programme.</p>	<p>Get a reality check on your progress and Invite stakeholders in early as partners in the process.</p>
<p>Monthly Peer Group Coaching Catchups - Meet in smaller cross-business pods to share challenges, capture collective wisdom and drive a sense of group accountability.</p>	<p>Support each other, keeping each other accountable and share best practices in non-competitive pods. The meetings use the human enterprise's unique <i>Peer Support Coaching Model</i>.</p>
<p>Opportunity for Improvement Project – for Self, Team, Organisation or external For-Purpose Organisation.</p>	<p>Practice your newfound competencies and turn strategy into action for a chosen project. Can be chosen in partnership with manager or sponsor.</p>
<p>Online Community Portal – To access extra resources, ask questions, and connect with other leaders in the cohort.</p>	<p>Through the collective wisdom of the cohort, Your leaders will constantly support their own development through the programme.</p>
<p>Check-ins – regular check-ins throughout from the human enterprise team.</p>	<p>Someone to bounce off and keep you focussed.</p>
<p>Personal Folder including relevant Models, Resources, Personal Commitment Planners and Notes.</p>	<p>None of the ideas are lost as you capture the take home lessons from every encounter.</p>
<p>Leadership Books - Signed copies of Paul Mitchell's books <i>Your Leadership Diamond</i> and <i>Rough Diamonds</i>.</p>	<p>A way to dig deeper and reinforce many of the key learnings from the programme.</p>

HOW TO ENROL



APPLY

Fill in the application form for the 2022 cohort.



ALIGN

the human enterprise team will be in touch for a brief alignment check to see if the programme is right for your organisation and the leaders you've submitted.



ACCOMPLISH

Your leaders will broaden their strategic thinking and networks, deepen their self awareness, boost their skills, and contribute even more to your organisation and our world.

COLLECTIVE WISDOM

Without a real depth of leadership talent, your organisational performance may begin to falter under your current watch. You may see your best people slip through the cracks because they feel like no one had a plan for them or no one was recognising their contribution

Through expert coaches and the power of collective wisdom, **Higher Ground: Ground Leadership Coaching** will enhance your reputation as a culture that truly cares about providing growth pathways and recruiting from within. You'll feel confident that you have a reliable pipeline of authentic, enterprise focussed, results-orientated leaders.

Leaders who are ready to take the next big step into Senior Management roles with clarity and certainty.

YOUR INVESTMENT

Paul Mitchell charges up to US\$36,000 for 12 months of One-on-One Leadership Coaching. The entire Higher Ground: Group Leadership Coaching programme is **AU\$9,900 per participant** (US\$7,500 for international participants).

This is the first time we have run "Higher Ground" as a public programme. We believe the response will be strong. And to create the best experience for participants, places are limited. Don't miss this amazing opportunity to show you really care about your best talent.

THE 2022 COHORT WILL COMMENCE AT THE END OF Q1 2022.

**DON'T MISS OUT ON A SPOT
FOR THE TALENT YOU'D LOVE TO NURTURE.**



**FILL IN THE APPLICATION
FORM VIA THE QR CODE
OR CONTACT OUR OFFICE
FOR MORE INFORMATION.**