

LEADERSHIP PROGRAM THE EDGE

Introduction

This program is a unique cluster delivery leadership course that provides practical skills in key leadership areas, using visits to different sites and exposures to different leaders as one of the core training techniques.

We have successfully completed eight programs and it has proven to be very popular within the SIRF member group.

Pre-Requirements

A face to face meeting SIRF Facilitators (approx. 30mins)

Identify Sponsor and Mentor (if possible)

Complete 360 degree feedback questionnaire (Self, Managers and Team Member/Peer Assessments)

Up to two participants per Membership (extras at discount rate).

Safety: Normally safety boots, long sleeve shirt, long trousers, high visibility vest, protective glasses, hard hat.

Learning Outcomes

Improved leadership skills and strategies as measured by 360 degree feedback scores from both team members and direct manager.

Exposure to presentations from site leaders concerning their leadership successes and failures

Practical exercises that involves participant's team to ensure training is transferred back to site.

Expert facilitation by experienced training team

Mentor relationship established within your business with a mentor for each trainee

Peer to peer learning from other supervisors on the course coming from a diversity of backgrounds

Business Benefits

Companies that implement the techniques taught in this course experience:

- Trainees are empowered to deliver genuine business value
- Front line leaders understand themselves and what motivates their team better resulting in improved engagement and structured leadership
- Improved standardised work practices ensure leaders develop their teams beyond reactive practices
- Developing future leaders supports succession planning and offers career pathways to employees, further increasing retention.

Contact your Facilitator here:

http://www.sirft.com.au/calendar/sirf_contact
www.sirft.com.au

SIRF Roundtables

Course Outline

- **Improved** leadership skills and strategies as measured by 360 degree feedback scores from both team members and direct manager.
- **Exposure** to presentations from site leaders concerning their leadership successes and failures.
- **Practical** exercises that involves participant's team to ensure training is transferred back to site.
- **Expert** facilitation by experienced training team.
- **Giving** and receiving feedback - Performance Management
- **Coaching** and Final Presentations from participants

Workshop Methodology

The course is delivered in a number of one day workshops hosted on different sites over a 3 - 4 month period.

Trainees come from a number of different companies.

Site visits and leadership presentations to deepen trainees understanding.

Homework at the end of each session to ensure transfer of learning from theory to practice.

Testimonials

"I found the course provided a great opportunity to network with people from other organisations who are in a similar position to myself. Visiting sites around Victoria and seeing how people and products are managed in different industries was a rewarding way to learn new aspects of leadership. During the course I was able to narrow my focus, in regards to the direction I want to take within the company, and believe I have the ability (as well as the drive) to move into a Production Management role." **Shayne Bennett**, Team Leader, Nexans.

"Over the years I have done many leadership courses and I have gotten tired of them. So when I heard I had to do another one I was very cynical. But from the beginning it became clear to me that this course was different. Not only were the teachers great but the topics covered were very interesting and relevant. One of my goals with this course was to reenergise myself as a team leader. And SIRF helped me achieve this. I now have a different approach to my work and all people in my organisation have noticed a positive change. I had an epiphany doing this course and have become a better supervisor along the way" **Tony Gorgievski**, Team Leader, NCI Packaging