

LEADERSHIP PERFORMANCE *Getting the Balance Right*

LEADERSHIP CHALLENGE

If we needed any reminders, the recent Study into Australian Leadership confirms that collective standards of leadership and individual development go hand-in-hand in delivering performance measured in both business and employee outcomes.

Collective standards in this context refers to the processes managers are expected to follow in their work; consistency in application creates a coherent leadership style and culture. Individual development is about self-efficacy and the confidence the person brings to working to the standards expected of them.

MEETING THE CHALLENGE

The Leadership Culture and Change team facilitates the development of both components through our development framework shown to the right:



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Overall leadership effectiveness requires awareness (see the outside circle), enhancements to an individual's development (see modules) and group agreements about what constitutes their critical leadership standards of practice (see core). Improving leadership performance depends upon the program developing group clarity and an agreement and commitment to the core skills and techniques consistent with the desired collective leadership culture. Rather than leaders operating independently of one-another we see that organisations come alive when there is an intentional connectedness being driven by a supported leadership brand and culture.

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FEATURES OF OUR PROGRAMS

Leadership Development for individuals or groups is a key offering of the Converge Leadership Culture and Change team. Tailored development programs and our expert facilitation, coaching and diagnostic tools facilitate insight and improve leadership competencies and organisational maturity as leaders connect across their teams and divisions to utilise organisational systems to drive improved outcomes.

An effective leadership culture begins with an open and respectful atmosphere that promotes robust and dynamic discussion and facilitates a cohort of leaders engaging together across their organisation. As they move from positions of independence to inter-dependence they come to perceive the crucial nature of cross team collaboration to solve problems, drive innovation, respond to customers consistently and to improve business outcomes. Joint strategies relating to organisational performance and an agreed value set allow leadership across the organisation to work more closely together and to manage talent across the boundaries of their individual teams. As participants identify and empathise with each other, they begin to feel less self-conscious and better able to contribute to the organisation as their self-efficacy is revised.

The development of management skills that are supportive and results-oriented often requires an attitudinal shift. The consultants have developed and tested a process that is capable of achieving this objective. Regular embedment workshops following completion of any formal program ensure a stable and progressive operational environment where leaders are not slipping back into old habits. Follow-up workshops, online tools and dedicated Apps facilitate ongoing skill embedment and attitudinal shift driving self and organisational efficacy.

CONTACT US

We would love to hear about your leadership experiences or talk to you if you're looking for a common sense solution to strengthening the leadership performance of your management teams!

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