



Be Better, Live More, Achieve Great things

Lead to Deliver

WHY – Business is under pressure to deliver growth and profitability goals in very challenging market conditions, and leaders need to figure out how to navigate the turbulence, and deal with the pressure (and the occasional freak wave) to achieve the desired results. But not all leaders are prepared and skilled enough to get this right. Many feel overwhelmed and insecure and they need guidance, time and opportunity to master the skills before they will be effective in getting the job done.

WHAT - This is a practical leadership development programme to improve the overall leadership effectiveness of middle and senior level leaders. We help leaders to explore typical leadership challenges and discover the vital practices that can help them succeed in crucial moments. They work on business impact projects in SmartSquads, get the opportunity to practice their leadership skills in PracticeFields, and present solutions to an executive panel. We coach every participant to figure out how to be more effective.

HOW – Lead to Deliver is a hands-on, learning by doing growth experience where leaders discover and practice effective leadership in our hybrid development system. The Lead to Deliver programme includes the following development elements:

Development System Deliverables

Content themes and projects customized to client strategy, realities, and culture

- Individual Wholebrain (HBDI) profiles
- Squad effectiveness dashboard
- VPL360 leadership feedback

Workshops for business alignment, content discovery and discussion, application exercises and simulations, SmartSquad project presentations, and reflection on growth and results

PracticeFields to work on projects, practice vital skills and tools, and get peer feedback

Individual coaching sessions to shape leadership playbooks and find a way to be more effective

Duration and delivery options

The duration for the customized development experience is 24 – 36 weeks depending on design options and operational realities. It is usually delivered in a hybrid face to face / virtual format.

Why would you be interested in this programme?

- √ Leaders are able and ready to take accountability and make results happen.
- √ They confidently apply the appropriate thinking, behaviours, and actions to achieve desired goals.
- √ SmartSquads solve critical problems and deliver significant business results.

What are the content themes we will be focusing on?

- √ Vital practices for effective leadership
- √ Pitching up to lead - shaping my profile and presence for positive impact
- √ Lead the business from strategy to results
- √ Make results happen in SmartSquads
- √ Mobilize and develop people for performance
- √ Accelerate team performance
- √ Influence and negotiate for impact

The standout feature of this programme is the dual focus on meaningful leader growth and real business results. Our clients report that leaders are more confident to pitch their ideas and effective in getting things done. Organisations benefit from the exceptional value created through the SmartSquad projects, and from more effective leaders who stand up and deliver. We have also seen groups coming together as a band of leaders with shared views on leadership, who find a way to get things done together.

Please contact Willem Steyn on +27 (0) 823732274 or on willem@bluepeaks.co.za for more information or a discussion on application options. Read more about us and the other programmes in our development portfolio on www.bluepeaks.co.za. We can also custom design bespoke programmes to create the development solutions that will work best for you.