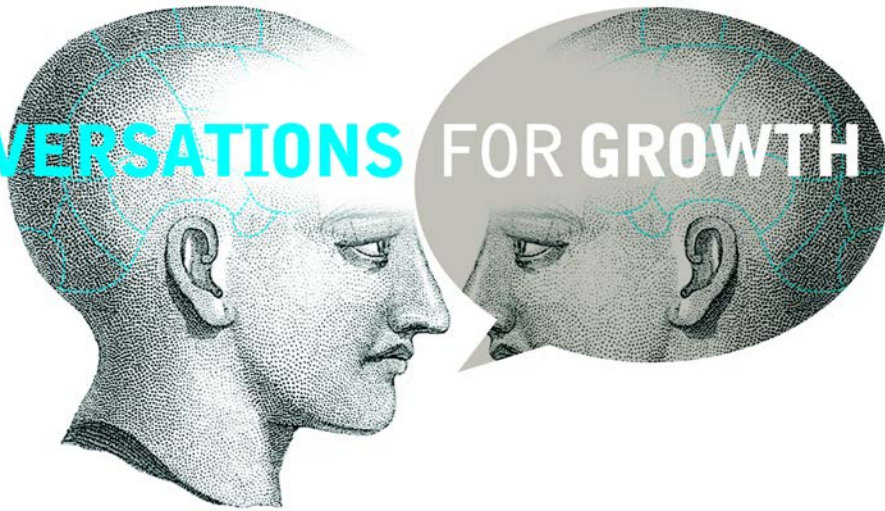


CONVERSATIONS FOR GROWTH



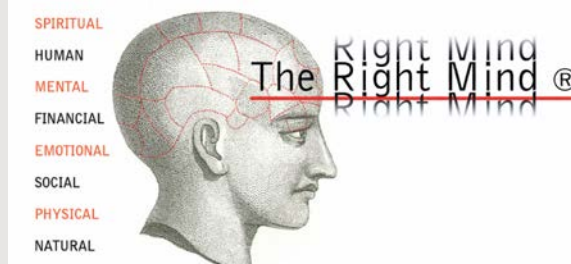
# LEADERSHIP MENTORING PROGRAM



DEFINING DIRECTION AND DEEPENING PURPOSE

DEVELOPING A DEEP APPRECIATION OF THE HUMAN DIMENSION

MASTERING THE CRITICAL ELEMENTS FOR SUCCESS



# CONVERSATIONS FOR GROWTH™ WORKS ON THE ALIGNMENT OF PURPOSE, STRATEGY AND ACTIONS TO BUILD ROBUST ORGANISATIONS THROUGH GROWTH IN THE CAPABILITY AND CAPACITY OF INDIVIDUALS.

IN SUMMARY THIS 24-MONTH PROGRAM PROVIDES:

- A 2 ½ DAY LEADERSHIP FORUM.
- 3 MEETINGS THROUGHOUT THE YEAR.
- ONE-ON-ONE COACHING SESSIONS WITH TRM MENTORS.

## ABOUT THE PROGRAM

Conversations for Growth has been developed to address an organisational space not adequately met by traditional leadership forums such as the TEC, The CEO Institute, etc. It is aimed at Leaders who have senior management roles and responsibilities within their organisations.

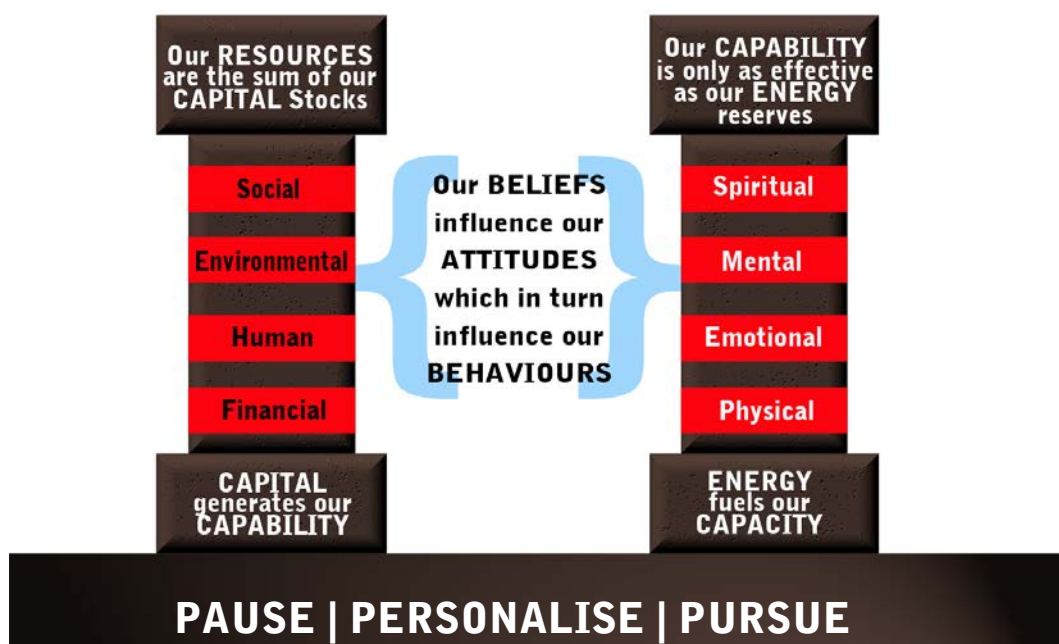
The feature of the program is that it works with members to improve both their capability (resources) and capacity (will and motivation). Members do so by evaluating the eight factors of [The Right Mind Pillars](#). Through our unique approach (referred to by some as the "Balanced Scorecard of personal and professional development) we provide members with practical information, insights that are meaningful and relevant that, in combination with the structured experiential learnings' that enable them to undertake their roles in a more effective manner. Most importantly it enriches their lives.

## WHO IS USING Cfg?

The program is being taken up by:

- Family business owners and their senior managers.
- Farm owners and managers.
- CEOs of large Not-for-Profit organisations.
- Government Departments as part of their professional development program.

## THE PILLARS OF BALANCE



## THE BENEFITS OF THIS PROGRAM TO YOU ARE:

- **Superior decision making processes.** Our experience demonstrates that having access to a trusted group of people who are not connected to your business improves the decision making process. Membership overcomes the sense of isolation many leaders feel in their decision-making processes.
- **Personal growth.** One of the greatest benefits of membership is the substantial personal growth participants achieve. Having an independent group challenge and support your alignment of purpose, strategy and actions, achieves growth that many had not believed possible.
- **Improved implementation.** Our unique implementation techniques create an environment where follow-through is a must.
- **Group networking.** Group networking outside your own Board or direct reports has been demonstrated world-wide to generate better outcomes. Structured group networks formalise the engagement processes and enable a more considered evaluation of decisions to be made.

### These outcomes are achieved through:

- Structured assistance in achieving personal and business goals.
- Fresh ideas from participants, facilitators and presenters.
- Support and guidance by your fellow participants and in particular, your 'buddy'.
- Increased focus through reducing time spent on urgent and fire-fighting matters.
- An enhanced decision-making process.

## DURING THE PROGRAM, YOU WILL:

**Establish focused goals** – by engagement in a rounded goal-setting and revision process.

**Understand your behavioural drivers** – through comparing your personal results from the latest management and emotional behavioural tools.

**Develop 'metrics that matter'** – by development and updating of key performance measures that embrace the physical, financial and cultural components.

**Learn to 'give up' the unnecessary** – by substituting not adding. Success is not achieved through the successive addition of new fads or operations on top of already busy lives. Very few team leaders have learnt the art of shedding layers that are no longer relevant or do not add value.

**Learn to pace any change program realistically** – through a better understanding of the drivers of effective change and organisational benefits. Far too many change management programs are unrealistically scheduled. They are under-funded or results are expected in unrealistic timeframes resulting in people losing interest.

**Develop and progress the TRM 'Buddy Concept'.**

This concept has its origins in the military where looking after comrades during periods of danger ensures there are two people monitoring actions. It is used within Conversations to accelerate progression towards ones goals.

It also has a secondary function in that it helps assess each persons own mentoring and coaching skills.

YOU WILL COMPLETE THIS PROGRAM EQUIPPED WITH TOOLS, MODELS AND STRATEGIES TO BE APPLIED TO YOUR LEADERSHIP TASKS.

YOU WILL HAVE GAINED INSIGHT INTO YOURSELF AND OTHERS.

YOU WILL UNDERSTAND YOUR BUSINESS CONTEXT IN A WAY THAT YOU CAN DEVELOP THE NECESSARY CAPABILITIES AND LEAD YOUR TEAM TO ACHIEVE THE AGREED GOALS.

## HOW THE PROGRAM OPERATES

### The program includes:

- A 2 ½ day induction session.
- Identification and commitment to an organisational development plan (signed off by the participant's direct report and a TRM facilitator).
- Regular Roundtable sessions.
- Personal coaching sessions with seasoned mentors who are selected according to the issue nominated by the member.
- Access to TRM client webinar sessions.
- On-line progress monitoring and group feedback diagnostic tools.

### PARTICIPANTS BALANCE LEARNING AND IMPLEMENTATION THROUGH:

1. SELECTING AN ORGANISATIONAL PROJECT TO COMPLETE DURING THEIR TIME IN THE PROGRAM.
2. THE STUDY OF LEADERSHIP AND MANAGEMENT IN NONIMATED CORE TOPCIS.

## ONGOING MEETINGS

The first part of this session is a review and feedback on progress since the last meeting. It also establishes the focus for the next day. Each day session will have a keynote presentation and facilitated meetings sessions, where each member has the opportunity to contribute.

During the facilitated 'conversations', group members use this time to focus on issues brought to the table by members in total confidentiality, frequently providing a total new outlook on a stressful or difficult situation.

## GAINING LEVERAGE

One of the key benefits of the program is the implementation of learning's into ones own organisation. Members become skilled in the use of TRMs DEC™ Model of performance optimisation. The DEC™ Model is a 2-stage process which evaluates and then implements.

## MEETING TIMETABLE

Meetings are held three (3) times per year and enable the group to personally get to know each other and to build on each other's strengths. There are two parts: the induction meeting and on-going meetings. A typical program for each session is outlined below.

The initial meeting is slightly different in that it involves working with participants to ensure there is a common understanding of the objectives and drivers underlying the program. It also has a longer training component to provide feedback on the assessments and how to use the results. Finally, it sets the framework on how to benefit from the program.

### Defining direction and deepening purpose

- Understanding the broader business context
- Formulating the departmental strategy
- Leveraging creativity and team energy
- Leadership road map

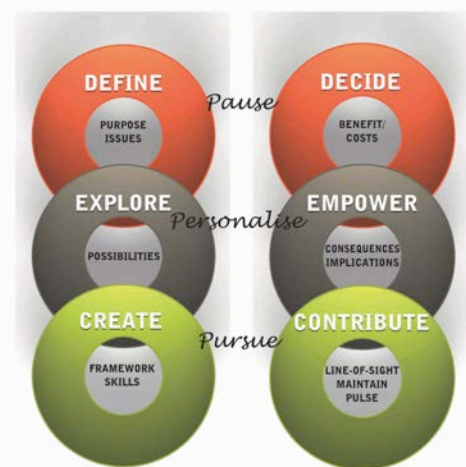
### Developing a deep appreciation of the human dimension

- Exploring yourself and others
- Understanding what drives followers
- Managing conflict and shaping team culture
- Leadership styles

### Mastering the critical elements for success

- Understanding what drives decision makers
- Communicating ideas
- Extending the influencing style portfolio

## The DEC™ Model



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## COACHING

Regular individual coaching sessions with a nominated TRM coach have a two-fold benefit. First, it assists member's progress their actions and provides valuable feedback. Second, and perhaps more importantly, it provides a confidential vehicle for members to discuss matters they may not be comfortable doing in the wider forum.

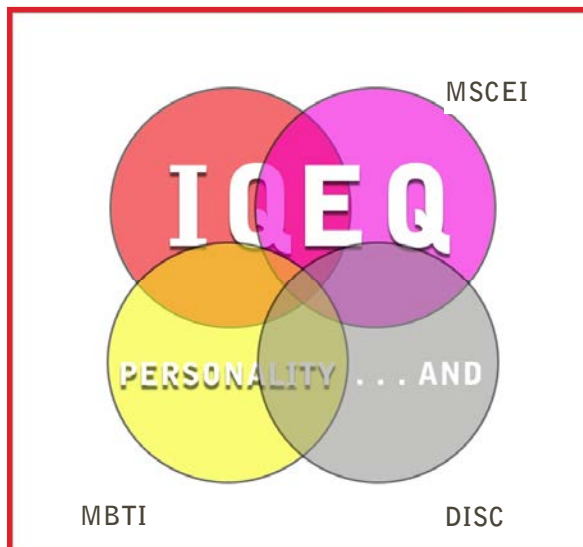
## WHAT DOES BEING A MEMBER INVOLVE?

### Undertaking a base assessment

All participants in the program are provided with two behavioural tests and an assessment of their physical well-being. These are:

- **DISC.** The DISC model was developed by William Marston whose research continued from the theories of Carl Jung. Marston was interested in why people behaved the way they did and received his PhD from Harvard University. The 24 page report provides feedback on your behavioural style and the impact it has on others.

The DISC test provides a clear understanding of HOW we behave in our natural and adapted environments. It demonstrates how our adapted behaviour changes in relation to that environment (see diagram opposite)



THE DRIVERS OF OUR ABILITIES AND BEHAVIOURS

- **MSCEIT.** The Mayer-Salovey-Caruso Emotional Intelligence Test model of Emotional Intelligence (EQ) is the only published ability measure of Emotional Intelligence skills, and is widely used in corporate and coaching settings. EQ is a measure of your ability to recognise, understand and manage emotions in yourself and others. EQ is one of the single biggest contributors to your overall behaviour, and is one of the few traits in which your skills can be improved.

Our Personality is MANAGED through our ability to use our EQ.

The MSCEIT gives an understanding WHY we behave in certain ways.

- **PHYSICAL 'WELL-BEING'.** This test is developed to provide a baseline assessment of our physical capability (flexibility, cardiovascular fitness and abdominal strength and endurance) as well as your other key drivers of your physical well-being (eating patterns, sleep, breaks).

These tests establish the baseline for building excellence in personal capacity.

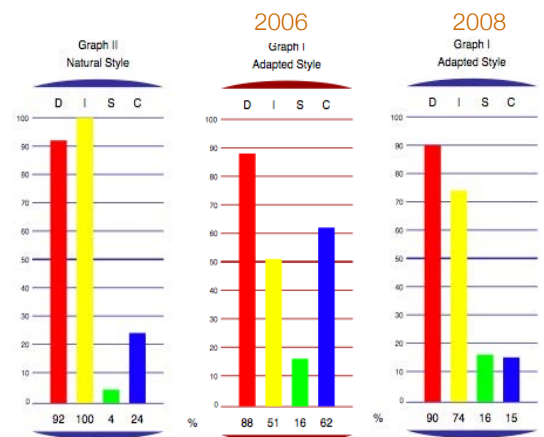
### Commitment to regular networking

Our regular networking happens in two ways:

- First, through the ongoing meeting process. Members take 'time-out' of their busy work schedules to discuss matters of mutual interest, to challenge and support each other and to hear from Professional Speakers on topics of interest to the group. Three meetings per year.
- Second, through the 'Buddy' system where you are actively encouraged to support your partner and to challenge your partner.

### Commitment to regular coaching

Through one-on-one conversations with one of our coaching team, you can explore areas for personal or organisational growth.





## THE TEAM BEHIND CONVERSATIONS

**David Hanlon** has been involved with business development, business benchmarking and market assessment for the past 30 years; both in Australia and nationally. He is ranked as one of the Asian Development Bank's leading strategic business analysts as a result of his long-term involvement in project assessment for the ADB.

He works with a strategic mindset and builds strength in people's abilities through challenge and support.

He designed the Supply Chain ExecutiveLink™ program, which won the Logistics Association of Australia's Training and Education Award. More recently he designed the Indigenous Young Leader's Program for the Lower Gulf and is the driving forces behind Conversations for Growth.

David is a Fellow of the Australian Institute of Management and a Chartered Management Consultant with the Institute of Management Consultants in Australia.



**Jill Rigney** grew up on a mixed farming business west of Goondiwindi. She commenced her career in business support and in this role managed national benchmarking projects.

Her extreme perceptiveness has resulted in her now recognised as a national leader in group facilitation. Jill is a leader in presenting and analysing differences in communication styles for individuals and groups.

Jill is trained to apply the principles of Neuro Linguistic Programming (NLP) in her professional responsibilities, presenting programs and facilitating meetings across Australia. This training enables her to introduce the subtleties of our communication styles to achieve cultural shifts within individuals and organisations. She is also accredited to deliver and interpret both the DISC Management Profile and the Mayor Salovey Caruso Emotional Intelligence Test (MSCEIT).

Jill is a Certified Professional member of the Australian Human Resource Institute and a member of the Australian Institute of Training and Development.

## INDUCTION MEETING

The initial meeting is slightly different in that it involves working with participants to ensure there is a common understanding of the objectives and drivers underlying the program. It also has a longer training component to provide feedback on the assessments and how to use the results. Finally, it sets the framework on how to benefit from the program and the various tools provided.

## ONGOING MEETINGS

Each session will have a keynote presentation and facilitated meetings sessions, where each member has the opportunity to contribute.

During the facilitated 'conversations', group members use this time to focus on issues brought to the table by members in total confidentiality, frequently providing a total new outlook on a stressful or difficult situation.

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### INDUCTION

<b>DAY 1</b>	10.00	Morning tea on arrival Introduction to program Organisational and personal improvement framework
	12.30	Lunch
	1.30	Behavioural profiles
	3.00	Afternoon tea
	3.15	Behavioural profiles
	4.15	Defining and creating purpose
	6.30	Drinks
	7.00	Dinner
<b>DAY 2</b>	6.00	Physical fitness assessment
	8.30	Working breakfast
	9.00	Understanding and using Emotional Intelligence
	10.00	Morning tea
	10.15	Communications (questioning, managing difficult people)
	12.30	Lunch
	1.30	Performance optimisation
	3.00	Afternoon tea
	3.15	Designing a performance optimisation plan
	4.15	Focus session for optimum performance
	6.30	Drinks
	7.00	Dinner
<b>DAY 3</b>	6.00	Exercise session
	8.15	Working Breakfast
	8.45	Managing conflict and change imposed from the above or outside
	10.00	Morning tea
	10.15	Goal setting in the Right Mind template
	1.00	Lunch and departure

Note: This schedule is indicative only.

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### ONGOING MEETINGS (3 PER YEAR)

<b>DAY 1</b>	10.00	Morning tea on arrival Meeting focus Member presentations
	12.30	Lunch
	1.30	Individual organisational assessment
	6.30	Drinks
	7.00	Dinner
<b>DAY 2</b>	6.00	Fitness and health session
	7.30	Breakfast
	8.30	Continuing professional education session
	1.00	Lunch Individual organisational assessment
	3.00	Departure

Note: This schedule is indicative only.

## WHAT OTHERS HAVE SAID.....



"The learning journey that resulted from our time with The Right Mind team created an attitude change and built confidence that enabled us to know we had the ability to choose and build our future: one that was not controlled by external forces. It has resulted in an incredible growth in sales and profits. In addition, we are able to say that the process has

been a re-energiser, so *much so, that our enjoyment of life has never been better.*"

*Wendy Erhart, Co-Owner, Withcott Seedlings*  
Winner, Veuve Clicquot Australian Business Women of the Year 2005  
Winner, Agribusiness Category 2004, Queensland's SMART Awards.



"Conversations for Growth has had direct benefits to our business in helping our managers more effectively solve problems and address issues. It has also been very beneficial in improving the intra-group relationships of our managers.

The program has contributed not only to my professional life but also my personal development."

*Paul Smith, Director, Emergency Management Sector, NSW Government*



"I really enjoyed the whole program, at first I didn't know what to expect and was nervous, but as we went on, everything pieced together and made sense. I loved how it had us thinking, learning, talking, sharing and planning the whole time. It has positively changed the way I look at life, and what I have to offer as well as discover." *Naressa Carlton, Townsville.*



"Conversations for Growth has given me a solid integrated framework to develop myself and my workplace. The program has been a challenge, but it has been worth it. It will continue to deliver results for me and I am sure that the NRM Conversations for Growth network will both persist and assist over the long term."

*Tim Ferraro, CEO, Central West CMA, NSW*



"Conversations for Growth is an opportunity to grow in a number of areas. The program is well thought out and I especially like the 2 pillars approach; in particular the concept of building capacity using the 4 forms of energy. Conversations for Growth compares very favourably to other Executive Development

programs I have been involved in and as a result I have included another member of my team in the program."

*Mark Casey, Corporate Development and People Manager, McNab Constructions*

Finalist 2008 (Qld Winner)– AHRI – Most Effective HR Department

## FOR FURTHER INFORMATION

**Tel** 07-3869 3044  
**Fax** 07-3869 3066  
**FreeCall** 1800 1900 11  
**Email** [info@therightmind.com.au](mailto:info@therightmind.com.au)  
**Web** [www.therightmind.com.au](http://www.therightmind.com.au)  
**Postal** PO Box 377  
SANDGATE, QLD, 4017