



Supportive & Strategic Leadership Development

Building High Performing Healthy Organisations

Leadership is the process that drives effective management, productivity and performance within an organisation. There are two vital components to leadership success:

(1) Supportive Leadership - i.e. your emotional intelligence and interpersonal capability to manage people individually, up, down and sideways, as well as groups of individuals in teams, units or divisions/departments.

(2) Strategic Management - leadership is about your ability to understand and communicate about the economic, social, technological, environmental and industry specific issues relevant to organisational performance.

PsyCare Corporate provides leadership development services built on the cornerstones of Supportive Leadership and Strategic Management. Effective leaders assist teams to adapt, evolve, and pursue higher performance and productivity.

Management & Executive Development

Organisations can improve the leadership capability of managers through (1) individual executive coaching or (2) group based development programs.

Executive Coaching - Ideal for small organisations or organisations with limited resources and specific hot spots. Typically 4 to 6 sessions on a fortnightly or monthly basis with clear outcomes agreed between the manager, the employer and PsyCare.

Development Programs - PsyCare Corporate has a unique series of leadership development programs and packages for organisations, both large and small.

- **Level 1: Insight, Awareness and Change**
- **Level 2: Building Effective People & Corporate Capability**
- **Level 3: People Development & Organisational Performance**
- **Level 4: Executive Effectiveness: High Performance & High Morale**
- **Level 5: Developing Mastery in Supportive & Strategic Leadership**

Level	Program	Components	Indicative Price
1	Insight, Awareness and Change	<ul style="list-style-type: none"> • 360 degree peer review assessment of supportive leadership capability • Feedback and planning session on 360 results • Setting leadership development goals in line with the organisation's strategy and objectives. • Andover of development plan to local manager for follow-up. 	\$450 – \$650 pp



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2	Building Effective People & Corporate Capability	<ul style="list-style-type: none"> • Level 1 program Plus • 1 day (or 2 x half day) workshop on <ul style="list-style-type: none"> – skills development in supportive leadership, – strategic management – change management. • One on one review session 6 months post-workshop. 	\$950 – \$1250pp
3	People Development & Organisational Performance	<ul style="list-style-type: none"> • Level 1 program Plus • 2 day intensive workshop on <ul style="list-style-type: none"> – people development, – complex stakeholder issues, – strategy and change management, – relevant industrial, equity, safety and people risk management issues. • Quarterly coaching for 12 months 	\$2500-\$3000pp
4	Executive Effectiveness: High Performance & High Morale	<ul style="list-style-type: none"> • Level 1 program Plus • 2 x 2 day intensive workshops on <ul style="list-style-type: none"> – leadership micro-skills – behavioural effectiveness – climate, morale and performance – change management – the development of individual and organisational capability; – building sustainable performance cultures and profitability; – risk management and compliance. • Quarterly coaching for 12 months • 12 month follow-up 360 assessment 	\$3500-\$4500pp
5	Developing Mastery in Supportive & Strategic Leadership	<ul style="list-style-type: none"> • Level 1 program Plus • 2 x 2 day intensive training and development workshops (with expanded content from the Level 4 format), • 1 day strategic planning review • behavioural skills assessment follow-up, • an assignment and presentation on corporate strategy. • monthly coaching for 12 months 	\$5000 – \$7500pp

OR Customise A Leadership Program to Meet Your Organisations Needs.....

PsyCare has provided a range of customised leadership development programs for a range of public and private sector organisations. Contact Dr Peter Stebbins, Corporate Partner (email: peters@psycare.com.au or mobile 04048 107 586) for more information.