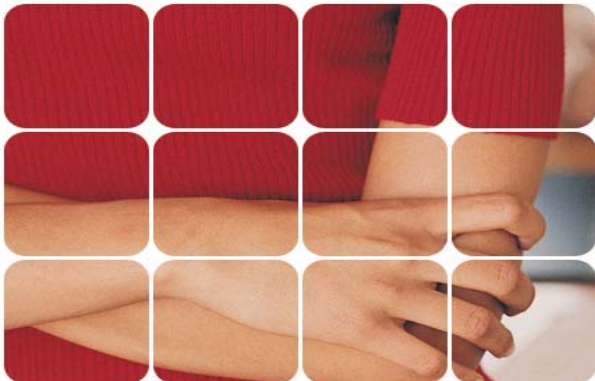
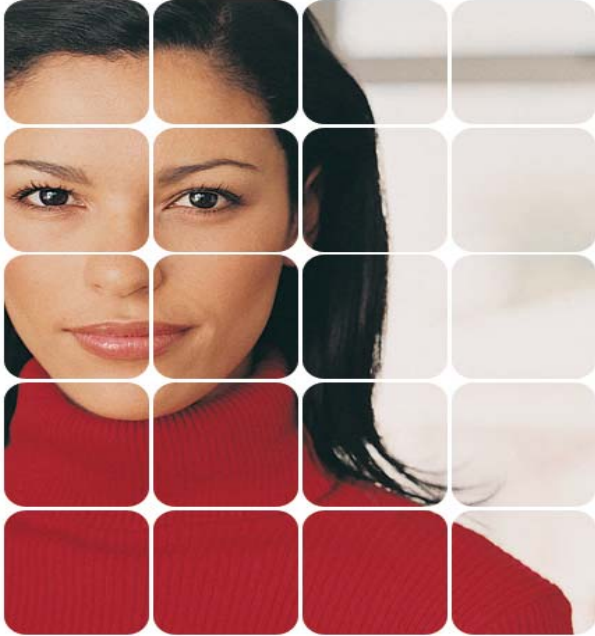


ACCELERATED GRADUATE DEVELOPMENT PROGRAMME



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Course Overview

The Graduate Development Programme is a six month programme designed to accelerate the personal development & learning of graduates to enhance their supervisory & management performance. Participants should be graduates or equivalents who have been identified for potential supervisory or management/leadership roles.

The programme commences with a two day workshop to introduce a range of current management theories & processes. The workshop will build participant self-awareness, & then offer participants a range of pragmatic & successful strategies that they can immediately implement to improve their communication process; their performance outcomes; & their supervisory & leadership skill development.

Each four weeks after completing the initial workshop, participants will be required to attend a two hour workshop to review their performance improvement, outline additional improvement strategies & agree on a plan to implement these strategies. Participants will be required to successfully complete six of these additional two hour coaching workshops, prior to being assessed by their work groups to measure their level of performance improvement.

Learning Outcomes

- Understand own personality profile as a foundation for self-awareness.
- Understand how to manage the impact that change has on everyone.
- Understand personalities in the workplace to maximise performance outcomes.
- Understand the difference between supervising/managing & leadership.
- Strategies to demonstrate management & leadership in the workplace.
- Aligning behaviour with core business values of the organisation.
- Strategies to mentor & coach in the workplace.

Content

- Pre-course assessments on Personality Profile & Emotional Intelligence.
- The Challenge of Change.
- Attributes of Great Workplaces.
- Self Awareness critical to Self-Development.
- Understanding Personalities in the Workplace.
- The Importance of Emotional Intelligence to Leadership Success.
- Coaching Styles for Success.
- Leading & Managing.
- Team Building & Managing Work Relationships.
- Running Successful Meetings.
- Succeeding with Diversity.
- Developing Emotional Intelligence.
- Understanding the Core Business & Personal Values of the Organisation & Learning to make decisions that are aligned with them.
- End of Coaching Programme: On-line 360 degree EI Assessment.

Duration

- Two days for initial programme; an additional two hour coaching session each month for the next six months.

Cost includes

- Two Day Workshop including materials
- Coaching Programme