

AWAKE LEADERSHIP PROGRAM



10-12 DECEMBER 2018

SHERATON MIRAGE RESORT

QUEENSLAND, AUSTRALIA

HOW TO BRING ALIVE PEOPLE AND PERFORMANCE:

PART OF THE TOM DONAGHY HIGH PERFORMANCE LEADERSHIP PROGRAM® SERIES

Not Your Typical Leadership Program

The **AWAKE** Leadership Program® is a three day full-residential program that not only develops you professionally, but benefits you personally in resetting your purpose and direction.

Participating in the **AWAKE** Leadership Program® enables you to further develop and refresh your current leadership skill set whilst learning leading edge new skills to take you, your team, and your organisation... further forward.

The **AWAKE** Leadership Program® not only meets a range of strategic business needs but is targeted towards meeting your very own professional and personal development needs.

Your commitment to the **AWAKE** Leadership Program® enables you to:

1. Undertake a personal introspective view of your leadership style and capability;
2. Refresh your own individual and career development plan;
3. Learn leading edge leadership tools to drive your organisation's operations and strategies towards the next level of High Performance; and
4. Transform significantly how you manage change both personally and professionally.

The **AWAKE** Leadership Program® is not a traditional leadership training 'event'. It is designed to be a high impact 'Leadership experience' that targets a transformation; organisationally, culturally, commercially and professionally. It stretches the attendees to be 'outside the box' and therefore creates significant change at an individual level. Sessions include:

AWAKE: LEADERSHIP TODAY

THE HIGH PERFORMANCE LEADER

BUILDING BREAKTHROUGH PERFORMANCE

BALANCING MY 'NATURE' AND 'NURTURE'

CHANGE

RECODING RESULTS BEHAVIOUR

CUT-THROUGH COMMUNICATION

MAKING TEAMS THAT WORK

BUILDING THE NEXT NOW

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Better Business Alignment

The rationale of the program is motivated by the principle that Better Brand Alignment and 'Real Performance' Alignment starts with Leadership Alignment. Tom Donaghy is proud to offer this High Performance Leadership Program that enables the participant to significantly enhance their leadership capabilities and organisational performance.

The **AWAKE** Leadership Program® has been developed as a swift mindset change program to ensure that leaders are stepped up and fully capable in 'aligning and redirecting' the focus of their business teams to in turn meet the brand promise made to customers and other stakeholders in the value chain. The **AWAKE** Leadership Program® creates deep insights and educates participants that:

Leadership is about creating and managing transformations, providing critical business and performance information, building individual capability and knowing 'how to' apply essential management skills... showing leaders 'how to' establish strong levels of employee engagement, to provide higher levels of performance.

The results from participating in the **AWAKE** Leadership Program® can fundamentally change your life both professionally and personally. Organisationally, the **AWAKE** Program® has delivered double digit improvement to employee engagement scores and has also established a greater attraction and retention level of High Performance Talent. The **AWAKE** Leadership Program® has also fast-tracked brand alignment initiatives such that all front office and back office employees work in better unison to create a powerful brand experience.....each and every time.

The **AWAKE** Leadership Program® creates:

25:1 ROI

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WHAT PEOPLE ARE SAYING

MICHELLE WATTS

Director - Sane Event Group

Thank you Tom for a life and career changing opportunity. I will never look at my life the same again. You inspire and enlighten people so passionately. Thank you for sharing your journey and yourself. You are unique and talented individual. Thank you for helping me change my conversation.

PETER LYNCH

Chief Financial Officer - PresCare

It "awoke" the sleeping giant within me and opened up and released the possibilities and roadblocks that I have agonized over for a number of years. There was a "fear" factor but a level of excitement. The ability of Tom to engage the participants and the willingness of participants to be vulnerable was unlike anything I have ever experienced. Thank you!

JASON KRISS

General Manager - Alliances & Distribution, Bridges Financial Services

Tom has a unique ability and skill in getting you to think about an issue from a different perspective. I was out of my comfort zone on several occasions, but this experience has made me develop new skills that I will now use in everyday life. I believe I will be a better leader for undergoing this experience.

DAVID MUNDAY

Chief Governance Officer- Regional Australia Bank

An outstanding program, led by an exceptional facilitator who pulls at the very essence of the individual's leadership qualities and challenges each individual to 'step forward' and challenge themselves further to become a High Performance Leader.

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Tom Donaghy: Facilitator

Tom is a seasoned change management practitioner with over 27 years experience serving a variety of industry sectors, he has worked with; British Aerospace, Emirates Airlines, GSK, Boral, and Fosters' Group. Tom now serves as Founder & CEO where he works with a variety of organisations across various industry sectors and is a proud associate partner to ISM, Institute of Strategic Management.

Tom's work has been fundamental to the delivery of core change management activities within the organisations that he has served. More importantly, Tom is the primary facilitator for the **AWAKE Leadership Program**© which is the critical link in changing mindset, focus and business direction for all leaders experiencing it.

Tom is a high impact facilitator, enabling you to create: **"Deep Change, Fast Results"**.



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TIMING

Commences: Monday 10th December 2018 at 8.30am sharp Ends: Wednesday 12th December 2018 with a 5.00pm close.

TRAVEL

Delegates are responsible for their own travel arrangements to the Sheraton Mirage Resort, Queensland, Australia.

COST & ACCOMMODATION

The program cost is \$2900 per participant for three days, including all meals and refreshments (but excluding accommodation).

Accommodation is approximately \$220 per night. After booking the program online (www.tomdonaghy.com.au), you will be emailed a link to book accommodation.

This program is fully residential and requires participants to stay in-house and to attend all organised functions including Dinners on both Monday and Tuesday evenings.

CANCELLATIONS

50% refund will be available to persons cancelling with two weeks notice. Cancellations within less than two weeks of the program will receive no refund, but will receive program papers.

TO REGISTER

To register, please visit tomdonaghy.com.au and complete the registration for the event.

Please note that registration can only be confirmed upon receipt of the complete online form and full payment.

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The AWAKE Leadership Program[®]

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AWAKE – Leadership Today

- The 'X' Factor and raising our capability and strive
- Purpose, direction, values and the professional crossroad
- Our Leadership capabilities and movement to High Performance
- Business performance and people performance... how to target world class results

The High Performance Leader

- "Absolutely EVERYTHING is the conversation"
- Managing "straight-talk" conversations for faster action
- Generate "Start, Stop, Continue" action items to influence increased performance both now and future, sustained

Building Breakthrough Performance

- Release roadblocks and identify key issues that block effective 'follower' behaviour
- Identify key ideas that can unlock and enhance effective results within your organisations business plan
- Effectively manage: Circle of Influence and Circle of Concern

Balancing my 'Nature and Nurture'

- Knowing my 'Firing & Wiring' and my triggers
- Balancing my values and my voids
- Moving beyond my points of collapse

Change

- Know how people build a 'story' and how you can help them change 'the story'
- Understand dynamics of change and know how people learn
- The psychology of attraction/resistance to change
- Identify key work roles in change management using S.A.T.
- Generate "Start, Stop, Continue" action items

Recoding Results Behaviour

- Managing what motivates people and diagnosing 'strive'
- Knowing my 'Character-is-ticks'[®]
- managing towards High Performance
- Setting SMART goals and managing outcomes
- Learn High Performance Coaching techniques that gets people to GROW

Cut-Through Communication

- Understand 'how to' use High Performance tools of communication
- 1st, 2nd, 3rd Position Communication
- "The meaning of my communication is the response I get"
- Building better communication strategies for; organisation, team and one-on-one
- "Making it real for people" – Managing Perception & Reality

Making Teams that Work

- Managing the myths about leadership and teams
- Leading and developing different stages of teamwork
- Identifying what works and why – a team 'experiential'
- Re-constructing my teamwork at work

Building the Next NOW

Past Attendees have experienced a significant transformation in their leadership both at work and at home. The 'value-add' is centered in their ability to construct a high-quality action plan that:

- Review days one, two and three
- Identify top level "Start, Stop, Continue" Action Items
- Create a unique ACTION plan using:
 1. High Performance Templates
 2. Feedback from other attendees
 3. Counsel from the high performance coach

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