

RESONATE LEADERSHIP



Leading in Complex Times

... reimagine what's next

Are you looking for a space to step back and reflect on the direction of your organisation, team, career or your own sense of purpose? At a time when our assumptions and ways of working are being disrupted, it is imperative for us to take time to consider what we are about, how we lead and explore fresh ways of thinking to deal with the complexity we face and identify opportunities. This programme begins and ends with a focus on your professional and personal context and the particular challenges and opportunities you face, facilitated through 1-1 coaching. In between, there are interactive group workshops which enable:

- Colliding perspectives
- Uncovering of hidden assumptions
- Connection with peers... building relationships with trusted confidants
- Sharing of curated resources relating to leadership and personal development
- Reflection and
- Ultimately lots of personal and professional development.

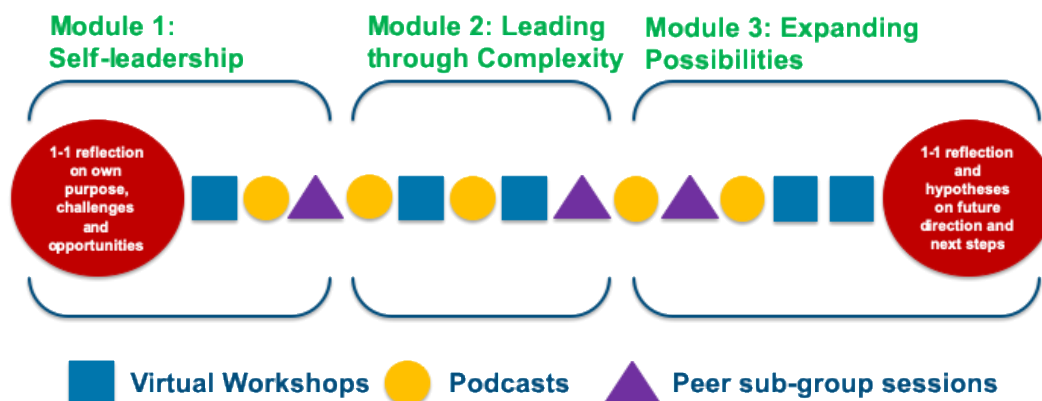
Having taken time to step back and experiment along the way, the closing coaching session will focus on the conscious steps you are committing to take next, to make the changes you want in your organisation, team or your career to achieve the desired outcomes.

This programme and this context provide us with an opportunity to step back in a way which arguably many of us have never had and bring fresh thinking to whatever challenges or opportunities we face. It is always valuable to take stock and re-orient, but particularly now. The facilitators create the environment, curate the materials, facilitate the sessions and the trusted group of peers does the rest. Materials include readings, movies, podcasts etc.

Our ways of working are informed by the theories of :

- Adaptive leadership from the Harvard Kennedy School of Government
- Adult development (e.g. Bill Joiner, Robert Kegan, Jennifer Garvey Berger)
- Executive Coaching from the UCD Michael Smurfit Graduate Business School.

Proposed Schedule (over 4 months). Time Commitment approx. 35 hours.



CONTACT

Module 1: Self-leadership

- Introductory coaching session (1-1)
- Participant 1-1's to connect prior to group workshops (30 minutes each)
- Workshop 1: Leadership Journeys
- Podcast 1: Leadership Agility® – using an Adult Development Lens
- Sub-group session 1 – Exploring participants' developmental edge.

Module 2: Leading through Complexity

- Podcast 2: Adaptive Leadership
- Workshop 2: Adaptive Leadership: Exploration in practice (movie discussion)
- Podcast 3: Leadership Mind-traps and Heat
- Workshop 3: Leadership Mind-traps and Heat: Exploration in practice (movie discussion)
- Sub-group session 2 – How Adaptive Leadership relates to participants' context.

Module 3: Expanding Possibilities

- Podcast 4: Leading people with Purpose and Presence
- Feedback on presence followed by sub-group session 3 on that topic
- Podcast 5: Expanding Possibilities
- Workshop 4 & 5: Peer-to-peer consulting & Leadership Statements
- Closing coaching session (1-1): focus on next steps & includes reflective diary input.

Programme Outcomes:

On successful completion of this programme, participants will have

- Reflected on what they can learn from their experience of 2020 and before and any changes they want to make in how they live and lead
- Gained awareness of the role of adult development in leadership and how they may want to expand their leadership capacities
- Learnt to apply adaptive leadership principles to real-life, complex challenges resulting in more effective leadership interventions and identification of opportunities.

VENUE: Virtual using a Zoom room

FEE: €3,950 plus VAT

Optional add-ons at preferential rates for programme participants:

- Leadership Agility 360 (LA360®)
- Additional 1-1 coaching sessions



Profile of Facilitators:

Eadine Hickey

Eadine is an accredited Master Executive Coach and Harvard trained leadership development professional with 25+ years international experience in consulting (Accenture), financial services (GE Capital and IFG Plc.) and coaching. She is an insightful, curious and experienced coach who helps clients get to the core of the challenges they are facing. Whilst working at board level, Eadine had responsibility for Operations, HR and IT.

She has an undergraduate degree in Actuarial & Financial Studies, an MBA as well as an MSc in Business and Executive Coaching. She is also currently coaching with Connect-a-Coach, a voluntary organisation supporting those on the front-line.



Gerry Prizeman

Gerry is an Executive Coach and facilitator of learning and development. He brings his charismatic presence to his work. He is challenging yet measured and supports clients to source their own solutions to the challenges they face. His many years in leadership and board roles in Financial Services inform his facilitative approach to leadership development, based on real experience in team based environments, during both periods of economic growth and recession.

He holds an MSc in Business and Executive Coaching from the UCD Smurfit Graduate Business School. He is also the current chair of Make A Wish Ireland.



Testimonials relating to 2019/2020 leadership programme – ‘Leading with Agility’ (LwA) - a pre-Covid iteration of ‘Leading in Complex Times’.

‘This programme is so relevant for leaders for the complex times we now live in. The concepts, material and the toolkit provided, challenged me to reflect on my purpose and presence as a leader. In fact during the programme we all had to adapt and be agile, facing new challenges which made the topics even more relevant. The programme presented in a virtual world (Zoom room) with support through podcasts made the learning experience all the more enriching and enjoyable’.

‘The ‘Leading with Agility’ programme provided me with an opportunity for professional and personal growth and time to step back and reflect on my purpose as a leader. Engaging with peers from different industries, I gained valuable insights and perspectives which have enhanced the leadership skills I can bring to my role particularly around leading change in my organisation. The programme while intended to be a 9-month face-to-face engagement, was completed virtually (as a result of the pandemic in 2020) and the quality of online engagement was testament to the resilience and creativity of the course leader, contributors and participants. I am already putting aspects of what I have learned into practice and have a new network to support me in my leadership journey.’

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