

**hardygroup**

Next Generation Executive Program

**EMPOWERING TOMORROW'S GREAT LEADERS TODAY**

# ABOUT HG'S NEXT GENERATION EXECUTIVE PROGRAM

IN AN INCREASINGLY COMPLEX OPERATING ENVIRONMENT, THE ORGANISATIONS WHO ARE BEST PLACED TO SUCCEED ARE THOSE COMMITTED TO DEVELOPING HIGH PERFORMING LEADERS AND TEAMS.

Jurisdictional based and delivered by skilled facilitators with extensive executive leadership experience in your world, our program is powered by HG's evidence-based, action learning methodology and our 30+ years of expertise in supporting leaders across the lifecycle of their leadership journey.

## 1. Synergistic Collaboration

We start by creating a psychologically safe environment where individuals build trust, come to better understand each other's unique capabilities and experiences, that in turn enable them to work collaboratively in resolving the leadership challenges they each face.

## 2. Dynamic Problem Solving

Through the power of action learning we systematically tackle challenges by engaging in an evidenced based process of dynamic problem solving. The emphasis is on *What If* exploration first, tapping into right brain thinking, that fosters an environment of creativity and innovation where new ideas are welcomed and tested.

## 3. Transformative Leadership

We focus on each participant's leadership journey across the three key domains of Leading Self, Leading Team and Leading Organisation. This builds enterprise level thinking and helps to develop participants transformative leadership skills.

## 4. Measurable Results

The unique value of our programs lies not only in tangible improvements in participants leadership growth and development but also in their ability to achieve results that align with organisational goals and objectives.

## 5. Cultural Shift

The achievement and celebration of results through the program will create a demonstrable uplift in the leadership capability of program participants, promote accountability and help build your organisation's leadership pipeline.

**“HG’s programs create an impactful and reflective time away from the day to day pressures of leadership, enabling profound growth and development.”**



## HOW IS HG’S NEXT GENERATION EXECUTIVE PROGRAM STRUCTURED?

THE PROGRAM IS DESIGNED TO DEVELOP FUTURE EXECUTIVES THROUGH IMMERSIVE LEARNING IN SELF-LEADERSHIP, TEAM IMPACT, AND NAVIGATING ORGANISATIONAL COMPLEXITY.

### 3 Masterclasses + Action Based Learning Sets + Dinners with Guest Speakers



Meeting three times a year, for one and a half days at a time, participants are immersed in a structured action learning process to examine and resolve the leadership challenges they face and develop an agreed action plan.



Each action learning set is guided by an expert facilitator who brings extensive leadership experience to bear. Their role is to challenge, hold a mirror up to group thinking and ensure participants hone the artform of critical thinking.



Key to the program is developing high trust relationships and expanding one’s professional network. The learning continues in thought provoking conversations during a networking dinner at each Set meeting, in a relaxed informal setting.



All great leaders have paid attention to lifelong learning and the power of reflective practice. We hear from inspirational guest speakers who share their leadership journeys and insights with program participants at each Set meeting.

# HOW IS HG'S NEXT GENERATION EXECUTIVE PROGRAM STRUCTURED?

THE PROGRAM HAS BEEN THOUGHTFULLY CRAFTED, DRAWING ON THE LATEST IN LEADERSHIP PRACTICE, THEORY AND RESEARCH. IT IS UNDERPINNED BY OUR EVIDENCED BASED ACTION LEARNING MODEL, TAKING PARTICIPANTS ON AN IMMERSIVE LEARNING JOURNEY ACROSS THREE DOMAINS:



## Self - Leading Authentically

- Articulate your **authentic purpose** as a leader
- Identity the essential elements of your unique **personal brand**
- Ignite your **Executive Presence**



## Team- Leading with enduring Impact

- Understand the 4 domains of **emotionally intelligent** leaders
- Build confidence in **adapting your leadership influence** to different working preferences, capabilities, aspirations
- Harness **vulnerability** and build **psychological safety** and **trust** across teams.



## Organisation- Leading through Complexity

- Leverage an **Enterprise mindset**
- Harness the power of **multiple perspectives** for **innovative decision making**
- Creating purposeful, **aligned accountability** for results

# HG'S ACTION LEARNING METHODOLOGY

The following diagram provides a high level overview of the seven components of HG's action learning methodology.



## Explore your challenge

(Name the issue)

1



- Personal leadership
- Team leadership
- Organisational leadership

## Developing knowledge and insights

(Go Deeper)

2



- Understanding the context and complexity
- Consider what's important and what matters most

## Create the Vision

(Develop a compelling strategy)

3



- Strengthen the vision
- Test thinking
- Check alignment with the issue, and organisational priorities

## Understanding

(Exploration)

4



- Reflecting on wisdom from previous experiences
- Challenge assumptions and limitations
- Consider the evidence available

## Planning

(Consider options)

5



- New possibilities
- Capacity, capability, and options for collaboration
- Select the best option/s

## Implementation

(Time to Act)

6



- Specific action to be taken – individually/collectively
- Resources and partnerships identified
- Specifics clarified, commitment raised

## Reflecting and Evaluating

(Assess and review)

7



- Action taken and critical reflections
- Evaluate how far we have realised the vision
- Refine and make adjustments needed for improvement

# WHO IS THIS PROGRAM FOR

HG's Next Generation Executive program is specifically designed for mid to senior level managers identified by their organisation as demonstrating the leadership capability to potentially be appointed, in time, to the executive leadership team.

## WHAT IS THE POWER OF ACTION LEARNING AND ITS VALUE?

ACTION LEARNING IS AN EVIDENCED BASED METHODOLOGY AND HAS POWERED ALL OF HG'S LEADERSHIP DEVELOPMENT PROGRAMS FOR MORE THAN 30 YEARS.

### 1. Problem Solving

It fosters real world problem solving and through a process of structured investigation enables participants to address complex challenges faced by their organisations.

### 2. Innovation

It encourages creative thinking and innovation as participants engage in right brain thinking to explore alternative solutions to complex challenges, growing in confidence to experiment with new approaches.

### 3. Continuous Learning

It promotes a culture of continuous learning and knowledge transfer by integrating learning with action, ensuring that knowledge is immediately applied in the workplace and reinforced.

### 4. Team Collaboration

It enhances teamwork and collaboration, ensuring participants learn to work better together to analyse complex issues, share insights, and develop breakthrough solutions.

### 5. Leadership Development

It supports individual as well as team leadership development, inviting leadership insight and growth through the power of reflective practice, enabling leaders to hone their craft.

### 6. Adaptability

It develops adaptive capabilities by engaging in iterative cycles of investigation, action, reflection and adjustment, crucial if leaders are to successfully navigate dynamic work environments.

### 7. Conflict Resolution

It provides a structured process for resolving conflict by encouraging open communication and respectful honesty, delivered in a way that people can hear and learn from in a psychologically safe way.

### 8. Organisational Change

It supports organisational change by empowering participants to proactively contribute to the overall improvement and performance of the organisation, distinct from their own sphere of responsibility.





HardyGroup's (HG) mission is simple - Find and Grow Great Leaders - and we have been doing exactly that for more than 30 years in public and private health, primary, community and aged care as well as the broader public service.

Our synergistic business model of Executive Search and Recruitment integrated with Executive Leadership and Learning is our unique point of difference.

It ensures our clients can count on us for the lifecycle of their organisations leadership journey and why we are regarded as the leading trans-Tasman partner agency by clients.

When engaging HG you can be confident in a deeply personalised experience and service as nothing matters more to us than relationships and results.



WE INVITE YOU TO FIND OUT MORE



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# NEXT GENERATION EXECUTIVE PROGRAM FEES

## FEES ARE INVOICED ANNUALLY IN ADVANCE AND INCLUDE:

9 Members per Next Gen Exec Program

### INCLUSIONS

- 3 x 1.5 Day Action Learning Sets & Networking Dinners ✓
- 3 x Master Classes ✓
- Dedicated HG Facilitator ✓
- Dedicated Program Coordinator ✓
- Venue & Equipment Hire ✓
- Arrival, lunch, morning and afternoon tea ✓
- Inspirational Guest Speakers ✓

**FEE \$6,750 + GST**

### PROGRAM ADDITIONS

Sponsoring organisations may want to consider the following value add, non-compulsory, additions.

- 3 x 1:1 Coaching Sessions or ✓
- Psychometric Assessment & Debriefing or ✓
- 360 Assessment & Debriefing ✓

**FEE \$1,500 + GST**

### RECOMMENDED TERM

12 months → 24 months